

Board of Governors' Meeting
Magnolia Room, West Plains Civic Center
Friday, 6/10/2016
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

A. Approval of Minutes of Open and Closed Regular Meetings of May 12, 2016

II.A. minutes.may122016open - Page 4

III. Consent Agenda

A. President

1. Approval of replacement of Employment Agreement for Head Women's Basketball Coach Kellie Harper

III.A.1. Replacement Employment Agreement.Harper - Page 14

2. Approval of FY2016-2017 Employment Agreements for Athletics Administrators and Coaches

III.A.2. FY2016-2017 Employment Agreements - Page 31

B. West Plains Campus

1. Approval of Purchasing Activity Report

III.B.1. Approval of Purchasing Activity Report.WPC.6.10.16 - Page 81

2. Approval of Actions Concerning Academic Employees

III.B.2. Approval of Actions Concerning Academic Employees.WPC.6.10.16 - Page 83

3. Approval of Actions Concerning Non-academic Employees

III.B.3. Approval of Actions Concerning Non-Academic Employees.WPC.6.10.16 - Page 84

4. Approval of Academic Program for the Associate of Applied Science in Culinary and Hospitality Management

III.B.4. Approval of the AAS in Culinary and Hospitality Management. - Page 85

5. Approval of Academic Program for the Associate of Applied Science in Business - Entrepreneurship Option

III.B.5. Approval of the AAS in Business - Entrepreneurship Option. - Page 87

6. Approval of the Academic Program for the Associate of Applied Science in Technology - Advanced Manufacturing Technology Option, name change

III.B.6. Approval of the AAS in Technology - Advanced Manufacturing Technology Option name change. - Page 89

7. Approval of the Academic Program for the Certificate in Advanced Manufacturing Technology, name change

III.B.7. Approval of the Certificate in Advanced Manufacturing Technology name change - Page 91

8. Approval of New Academic Program for the Certificate in Horticulture

III.B.8. Approval of the Certificate in Horticulture. - Page 93

9. Approval of New Academic Program for the Certificate in Workplace Employability Skills

III.B.9. Approval of the Certificate in Workplace Employability Skills. - Page 95

C. Purchases/Contracts

1. Approval of Procurement Activity Report

III.C.1. Procurement.6.10.16 - Page 97

D. Financial

1. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments

and University-related Offices

III.D.1. Resolution and Lease re Meyer Alumni Center for 2016-17 - Page 103

2. Approval of FY17 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation

III.D.2. Additional Fringe Benefits FY17 - Page 122

3. Notification to the Board of Governors of Fee Resolution Change

III.D.3. Notification to the Board of Governors of Fee Resolution Change - Page 126

E. Facilities and Equipment

1. Approval of Activity Report for the Month of April 2016

III.E.1. Activity Report 2016-04 - Page 127

F. Human Resources

1. Approval of Actions Concerning Academic Employees

III.F.1. AcadboardJune2016 - Page 132

2. Approval of Actions Concerning Non-academic Employees

III.F.2. NonacadJune2016 - Page 152

3. Approval of Salary Adjustments for Academic Employees Effective July 1, 2016

III.F.3. AcadboardJune2016 Faculty July increases - Page 158

4. Approval of Salary Adjustments for Academic Employees Effective August 1, 2016

III.F.4. AcadboardJune2016 Faculty August increases - Page 161

5. Approval of Salary Adjustments for Non-academic Employees Effective July 1, 2016

III.F.5. NonAcadboardJune2016July staffincreases - Page 175

6. Approval of Salary Adjustments for Non-academic Employees Effective August 1, 2016

III.F.6. NonAcadboardJune2016August staffincreases - Page 203

IV. President's Report

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

IV.A. President 6.10.16 - Page 204

1. Highlight Alumni Award Winners

2. Approval of Fiscal Year 2017 Internal Operating Budget

IV.A.2. FY17 Internal Operating Budget - Page 205

3. Approval of the 2016-2021 Long-range Plan

IV.A.3. 2016-2021 Long-range Plan - Page 206

V. Academic Affairs

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

V.A. Provost Report for BOG June 10 agenda - Page 230

1. Student Research Forums

a. Graduate College Interdisciplinary Research Forum

b. College of Natural and Applied Science Undergraduate Research

c. College of Health and Human Services Undergraduate Research

2. 2016-2017 Hiring Update

3. Approval of Proposed Faculty Handbook Revisions, Handbook Sections 7.2.1; 8.4;12.3.8; 12.3.9;12.4.1;12.4.1.2; 12.4.6 and 13.3

V.A.3. Faculty Handbook Revisions - Page 231

VI. Research and Economic Development (written reports only)

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

1. Research Report

VI.A.1. April BoG Research Report - Page 234

VII. Diversity and Inclusion (written report only)

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

VII.A. Diversity Report for June 2016 BOG Mtg - Page 238

VIII. Student Affairs

A. Report from the Student Body President

VIII.A. SGA Report - Page 240

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

VIII.B. Student Affairs Report.6.10.16 - Page 241

IX. 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

IX.A. June 2016 BoG report~MarCom - Page 243

X. Staff Senate

A. Staff Senate Report

X.A. Staff Senate Report - Page 244

XI. Financial

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

XI.A. Development Report.6.10.16 - Page 245

XII. Facilities and Equipment

A. Approval of FY18 Capital Improvements Priorities

XII.A. FY18 Capital Improvements Priorities (FINAL) - Page 247

XIII. West Plains Campus

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

XIII.A. Chancellor's Report.6.10.16 - Page 248

- 1. Discover Missouri State-West Plains Video**
- 2. Report from the West Plains Faculty Senate**
- 3. Report from the West Plains Staff Senate**
- 4. Report from the West Plains Student Government Association**
- 5. Carol Silvey Student Union and Hass-Darr Project Update**

XIV. Unfinished Business

XV. New Business

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

XVI. Closed Meeting Resolution - Page 249

XVII. Adjournment

XVIII. Date of Next Meeting: Thursday, July 28, 2016, 9 a.m., Shealy Conference Center, Fair Grove, Missouri

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
MAY 12, 2016

1. Roll Call

Present- Mr. Joe Carmichael, Vice Chair
Mr. Tyree Davis IV, Student Governor
Ms. Virginia Fry, Governor (arriving at 1:40 p.m.)
Mr. Gabriel E. Gore, Governor
Dr. Peter Hofherr, Chair
Mr. Stephen B. Hoven, Governor
Ms. Beverly Miller, Governor
Mr. Kendall Seal, Governor
Mr. Greg Spears, Governor
Ms. Carrie Tergin, Governor

Also

Present- Clifton Smart III, President
Frank Einhellig, Provost
Drew Bennett, Chancellor of the West Plains Campus
Dee Siscoe, Vice President for Student Affairs
Matt Morris, Vice President for Administrative Services
Jim Baker, Vice President for Research, Economic Development, and
International Programs
Jeff Morrissey, Chief Information Officer
Wes Pratt, Assistant to the President and Chief Diversity Officer
Stephen Foucart, Chief Financial Officer
Donna Christian, Director of Internal Audit and Compliance
Suzanne Shaw, Vice President for Marketing & Communications
Brent Dunn, Vice President for University Advancement
Rachael Dockery, General Counsel
John McAlear, Secretary of the Board

- 2. Presiding** --- The presiding officer for the meeting was Dr. Peter Hofherr, Chair of the Board of Governors. He called the meeting to order at 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 Board of Governors' Meeting Minutes** --- Dr. Hofherr mentioned that the first item of business was the approval of the minutes for the open meeting of March 31, 2016, and the closed meeting of April 1, 2016. Ms. Miller so moved, receiving the second of Mr. Carmichael.
- Motion passed 8-0.
- 4. Consent Agenda** --- Dr. Hofherr noted that the next item of business on the agenda was the approval of the Consent Agenda for this meeting. He commented that one slight change that

he is making to the Consent Agenda is removing the West Plains Campus items which will be presented by Dr. Drew Bennett, Chancellor of the West Plains Campus after President Clif Smart's report. The remaining items included in the Consent Agenda are:

President

Approval of First Amendments to Athletics Employment Agreements for Assistant Coaches for Football (Human Resources No. 1519-16).

Student Affairs

Approval of Wyrick expenditures passed by student vote April 2016 to be implemented in FY 2017 (Purchase Approval No. 137-16).

Approval of a Student Government Association (SGA) resolution to name the new Multicultural Resource Center Annex (Facilities No. 42-16).

Approval of the revised Student Government Association (SGA) Constitution (Student Policies No. 109-16).

Springfield Campus Purchases/Contracts

Approval of Procurement Activity Report for the period March 16, 2016, through April 27, 2016 (Purchasing Activity Report No. 437-16).

Facilities and Equipment

Approval of Activity Report for the month of March 2016 (Activity Report No. 280-16).

Approval of proposal and award of a contract for the FY16 job order contracting services – security systems installation (Bids & Quotations No. 1518-16); Netwatch, Inc., maximum amount for the year of \$250,000, and the maximum amount per project of \$65,000. This contract has options to renew for four additional consecutive fiscal years.

Human Resources Items

Actions concerning academic employees (Human Resources No. 1520-16).

Actions concerning non-academic employees (Human Resources No. 1521-16).

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

Motion passed 8-0.

5. **President's Report** --- President Clif Smart began his report by welcoming new Student Governor, Mr. Tyree Davis IV, to his first meeting. He next welcomed everyone to commencement weekend at Missouri State. He stated that in the three commencement ceremonies tomorrow, we will graduate 2,424 students on the Springfield campus, including 1,778 students with undergraduate degrees and 646 with graduate degrees, 73 of which are

doctorates. On Saturday, 276 students will graduate with associate degrees on the West Plains campus.

President Smart next announced that our student spotlight today is the “Quest for the Cup” team in Missouri State’s Communication Sciences and Disorders Department. This competition for Speech-Language Pathology graduate students is held annually at the Missouri Speech Language Hearing Association’s state convention. He then introduced Jill Oswalt, the faculty sponsor for MSU’s “Quest for the Cup” team. Ms. Oswalt remarked that this competition has been held for twelve years and we have won the Cup the last three years, four of the last five years, and a total of five times. Team members in attendance were Cassie Lowe (team leader), Kelsey Dethrow, Riley Hammond, Megan Goforth, Chrissy Wall, and Kalli Conner.

President Smart then gave a report on the recent Association of Governing Board’s (AGB) annual conference which he attended with Governors Tergin and Carmichael, and Steve Foucart. He remarked that there were great sessions on diversity, board meeting organization, crisis communication, and finance. Governor Tergin commented that one of the takeaways she came away with is that we have a great Board and administration. Some of the conversations she was hearing were others considering the use of executive committees and looking at strategic risk assessment, two things we already have in place. Sessions she attended included shared governance, engaging potential donors, and new board member orientation. Chairman Hofherr asked if Governor Tergin would be willing to draw up a few recommendations from what she learned for the Board to consider and she agreed to do so. President Smart commented that he had also created a takeaway list from the conference and will help facilitate a listing of recommendations with Governors Tergin, Miller, and Carmichael for the upcoming Board retreat.

President Smart next commented on their visit to our Department of Defense and Strategic Studies, which is located in northern Virginia, after the AGB Conference. He commented that this was the first time Board members have visited this part of the MSU system. Governor Carmichael added that the program offers an M.S. in Countering Weapons of Mass Destruction. This year, out of their 90 students, 40 were funded by the Department of Defense. He added that they are working on an offering at Fort Leonard Wood through a distance learning project.

President Smart then reported on the Tabletop active shooter exercise we conducted last month on campus in the Emergency Operations Center. Campus safety has been the Board’s number one risk management priority and we have discussed it multiple times. Governor Miller attended the exercise and reported that there were about 35 administrators in attendance along with representatives from the Springfield Police Department and Mercy’s EMS group. She indicated that everyone divided up into the various groups that would respond to an active-shooter situation – policy, operations, logistics, finance, and public information. She added that the exercise went very well and each of the various groups was aware of what its role would be. She ended her report by saying that an outside assessment group is being hired to come in and advise us on how we can improve communications and some of the procedural aspects of the university’s response to an incident. President Smart

added that the outside consultant will also be visiting our West Plains Campus to review its plan as well.

President Smart next gave a report on the University's legislative priorities this year. Our first priority was an operating appropriations increase of 6%, which was included in Governor Jay Nixon's budget recommendation. We ended up receiving a 4.5% increase (the largest of any public university due to performance funding and an equity adjustment), which came to more than \$3.8 million. The legislature also appropriated a \$1 million line item to Missouri State for the collaborative engineering program with Missouri S&T. In exchange for this level of funding, all four- and two-year schools agreed to keep instate undergraduate tuition at the same level as last year. He then reminded the Board that they had already approved the 2016-17 Fee Schedule with a \$1-per-credit-hour increase for Springfield instate undergraduate students along with an \$8-per-semester fee increase, and a \$2-per-credit-hour increase for West Plains instate students. To address this, he then presented a resolution (Fees No. 148-16) rolling back these previously approved fee increases. Moved and seconded, respectively, by Mr. Hoven and Ms. Miller.

Motion passed 8-0.

President Smart indicated that we also had capital successes this year as well as having our occupational therapy line-item appropriation combined into our core operating appropriation. He then expressed thanks to several individual legislators who played critical roles in our legislature successes this year: Senators Ron Richard, Jay Wasson, Kurt Schaefer, Mike Cunningham, Mike Parson, David Sater, Eric Schmitt; and Representatives Todd Richardson, Kevin Austin, Tom Flanigan, Scott Fitzpatrick, Lincoln Hough, Eric Burlison, Jeff Messenger, and Jered Taylor. He said it all began with Governor Jay Nixon making Higher Education his number one priority in his last year.

President Smart ended his report by presenting a resolution (Awards No. 68-16) approving former Missouri State University employees to be added to the Wall of Fame. The 2016 recommendations are – Dr. Don Aripoli, Dr. Larry Banks, Dr. Wayne Barte, Mr. William Daggett, and Mr. Mike Smith. He commented that these five individuals have given dozens and dozens of years of great service to the University. Moved and seconded respectively, by Ms. Tergin and Mr. Carmichael.

Motion passed 9-0.

6. **West Plains Campus** – Dr. Drew Bennett, Chancellor of the West Plains Campus, first presented a resolution (West Plains Campus Activity Report No. 116-16) for the approval of the Activity Report dated May 12, 2016, which includes a sidewalk repair of \$2,278.91 at the Pennsylvania House. Moved by Mr. Hoven and seconded by Mr. Spears.

Motion passed 9-0.

Dr. Bennett next presented three resolutions for the Board's consideration. He commented that they are in the process of selecting a new head basketball coach and they had 119

candidates in the first week. A search committee narrowed this pool down for telephone interviews, and then brought four candidates to campus. They will be making their final selection very soon. The three resolutions needing approval are:

Approval of actions concerning West Plains Campus academic employees (West Plains Campus Personnel No. 389-16).

Approval of actions concerning West Plains Campus non-academic employees (West Plains Campus Personnel No. 390-16).

Approval of Fiscal Year 2017 Salary and Benefits Overview for Missouri State University-West Plains Coaches (West Plains Campus Personnel No. 391-16).

Moved and seconded, respectively, by Ms. Fry and Ms. Tergin.

Motion passed 9-0.

Dr. Bennett then presented a resolution (West Plains Campus Purchase Approval No. 49-16) for the approval of expenditures to implement student-approved capital projects. These projects include: a) \$7,000 to provide a sidewalk from Lybyer Technology Center to Gohn Hall; b) \$2,500 for disability accessible picnic tables; c) \$5,500 for updated student seating and common area furniture for Putnam Student Center; d) \$3,600 to provide for the planting of eight fruit trees; and e) \$5,000 for campus beautification on the MSU-West Plains campus. Moved by Mr. Hoven and seconded by Mr. Carmichael.

Motion passed 9-0.

He next presented a resolution (West Plains Campus Agreement No. 44-16) for the approval of a revised Memorandum of Understanding and to enter into an agreement with West Plains High School. This Memorandum of Understanding concerns the joint offering of an Early Degree Program which allows eligible juniors and seniors to simultaneously fulfill West Plains High School and MSU-West Plains degree graduation requirements. Moved by Ms. Tergin and seconded by Ms. Miller.

Motion passed 9-0.

Dr. Bennett then presented a resolution (West Plains Campus Agreement No. 45-16) for the approval of a revised Dual Credit Agreement. This revised agreement requires that the High School faculty member teaching the course has at least eighteen graduate credit hours in the discipline he/she is teaching and it also raises the qualifications for those students taking the dual-credit course. Moved by Ms. Fry, receiving a second from Mr. Carmichael.

Motion passed 9-0.

Dr. Bennett stated that with the students graduating on Saturday morning at West Plains, this will bring the total number of students being awarded Associate Degrees on the West Plains

campus to more than 4,900. He then reported on the Greater Ozarks Center for Advanced Technology (GOCAT) which is a partnership between MSU-West Plains, the City of West Plains, and the South Central Career Center of the West Plains R-7 School District to bring advanced technological training to area residents. He also reported that Dr. Phillip Howerton, associate professor of English at MSU-West Plains, recently was honored by Missouri Governor Jay Nixon with the Missouri Council on Public Higher Education's Governor's Award for Excellence in Education.

7. Academic Affairs:

- a. Faculty Senate Report ---** Dr. Sharmistha Self, former Chairperson of the Faculty Senate, first reported on the Faculty Concerns Committee's Report which was based on the assessment of academic administrators. She reported that President Smart's ratings this year were more positive than in previous years. Faculty ratings for the Provost were also quite high. She added that the Ad Hoc Benefits Committee issued a report recommending the accrual of sick days for nine-month faculty, like staff, administrators, and twelve-month faculty earn. The Faculty Senate was in support of this recommendation. She reported that in their April meeting, Cynthia Macgregor and Beth Hurst were elected, respectively as Chair-Elect and Secretary for the coming school year. Mr. Mike Foster, new Chairperson of the Faculty Senate, then reported that his approach for the next year is that he is going to be a cheerleader for the faculty. He wants faculty to be visible and he has told the Faculty Senate that positive visibility equals positive recognition. He is going to recommend to new students this coming year that they find a faculty mentor. It is important that students and faculty build a relationship from the beginning. He is excited about the coming year.
- b. Report from Provost ---** Dr. Frank Einhellig, Provost, first announced, subject to the Board's approval in the June meeting, that Dr. Ronald Del Vecchio will be the new director of the Darr School of Agriculture, effective August 1. Dr. Del Vecchio most recently was at the University of Minnesota – Crookstone, serving as the department head of the Agriculture and Natural Resources Department.

He next presented a resolution (Administration No. 44-16) to establish the Missouri State University Center for Writing in College, Career, and Community. The goal is to develop a more efficient operation in our processes and procedures where we are serving teacher preparation so that teachers have a better avenue in getting support for helping in the writing process (kindergarten through university). Moved and seconded, respectively, by Mr. Spears and Ms. Fry.

Motion passed 9-0.

He then presented a resolution of appreciation for Dr. Sharmistha Self's exemplary service as Chair of the Faculty Senate for the 2015-2016 academic year. Moved and seconded, respectively, by Ms. Tergin and Mr. Carmichael.

Motion passed 9-0.

Dr. Einhellig then named the recipients of the Missouri State University Foundation Awards for Excellence in Teaching, Research, and Service for 2016, some of whom were present:

Service – Jeffrey Cornelius-White (Counseling, Leadership and Special Education); Sharmistha Self (Economics).

Research – Paul Durham (Biology); Kanghui Guo (Mathematics).

Teaching – Susan Berg (Nursing); Kyoungtae Kim (Biology).

Dr. Rachele Darabi, Associate Provost for Student Development & Public Affairs then presented a resolution (Awards No. 69-16) naming the Excellence in Public Affairs Faculty and Staff award recipients. Faculty award winners were Charlene Berquist, Melissa Burnett, and Ashley Leinweber, and Staff award winners were Holly Hesse, Devin Schehrer and Darren Young. Moved and seconded, respectively, by Mr. Spears and Ms. Tergin.

Motion passed 9-0.

Dr. Darabi then introduced each of the award winners (Mr. Kyle Moats, accepted on behalf of Women's Softball head Coach Holly Hesse, who is competing in the Missouri Valley Conference Softball Tournament). Governors Carrie Tergin, and Greg Spears assisted Dr. Darabi with the award presentations.

Dr. Elizabeth Dudash-Buskirk, Chair of the twelfth annual Public Affairs Conference, next reported on the success of this year's conference, *Building Healthy Communities: Body, Mind, and Spirit*. She indicated that there were three sessions at each time slot instead of the normal two sessions, so there were many more panel sessions to select from. There was a 12% increase in the number of participants this year, and an 80% approval rating at every single event.

8. Student Affairs:

- a. Report from Student Body President** --- Ms. Ashley Crisafulli, former Student Body President, first thanked the Board for their service and support this year. She reported that three SGA-related items were approved in today's consent agenda: 1) approval of this year's Wyrick Commission student-approved projects; 2) the naming of the new Multicultural Resource Center Annex; and, 3) the addition of a Title IX Commissioner to the SGA Constitution. She reported that one of the key SGA successes this year was the passage of the \$25 fee for a new Health and Wellness Center. Ms. Alissa Biermaier, outgoing SGA Vice President also thanked everyone for making this such a wonderful year. Mr. Adam Coffman, newly elected Student Body President, reported that his theme for next year will be the same motto as for his campaign – "Moving ever upward." He indicated that the three key things they will be working on next year are: 1) increasing the marketing of the university and of SGA, as well; 2) expanding the resources for students

(expanded library hours –finals and mid-terms); and 3) the beginning of discussions for a new residence hall.

- b. Commendations** --- Dr. Dee Siscoe, Vice President for Student Affairs, first presented a resolution to commend Ashley Crisafulli as Student Body president from May 2015 through May 2016. Moved by Mr. Hoven and seconded by Mr. Carmichael.

Motion passed 9-0.

Dr. Siscoe then presented a resolution to commend Alissa Biermaier for outstanding service as Student Body Vice President from May 2015 through May 2016. Moved and seconded, respectively, by Ms. Tergin and Ms. Fry.

Motion passed 9-0.

- 9. Staff Senate** --- Ms. Christina Bowles, Staff Senate Chair, reported that the Staff Satisfaction Survey was not finalized in time to be included in today’s agenda. This will be coming to the Board soon. She commented that this is an extremely positive report. She announced the Staff Senate Officers for next year: Ryan Wilson – Chair; Rob Moore - Chair-Elect; Sandy Johnson – Secretary; and, Brian Edmond - Director of Staff Relations.

Mr. Matt Morris, Vice President for Administrative Services, presented a resolution to commend Ms. Bowles for her outstanding service as Staff Senate Chair for 2015-2016. Moved by Ms. Miller and seconded by Ms. Fry.

Motion passed 9-0.

10. New Business:

- a. Discussion on Online Education** --- Dr. Einhellig began a discussion on Online Education by stating that, in this century, nothing has impacted higher education more than the online delivery of course work. About 17 years ago, we offered our first online course work for the Master of Science in Administrative Studies. In the Fall of 2011, 5.6% of credit hours were from online education and by the Fall of 2015 (four years later), this had grown to 11.1%. The growth has been more dramatic in the summer, with the increase in the percentage from online credit hours going from 22.2% to 43.9% from 2011 to 2015. During the 2015 fiscal year, 14% of MSU-Springfield credit hours were in online course work. For the Springfield Campus, the fiscal year credit hour five-year trend shows internet delivery up 158%, traditional delivery down 6%, and a blended delivery (combination of on-line and seated) up 196%. In Springfield, there are 6,683 unique students enrolled in online courses this semester with 230 different faculty teaching online. For the West Plains campus, the fiscal year credit hour five-year trend shows internet delivery up 19%, traditional delivery down 34%, and blended delivery up 200%. In West Plains, there are 1,314 unique students enrolled in online courses this semester with 59 faculty teaching online. Dr. Einhellig commented that our growth in online education is in the ballpark when compared to similar type institutions. He reported we have fourteen graduate degree programs and sixteen graduate certificate

programs online. We also have eleven bachelor degree majors and seven minors online. There is also a path to completing the General Education program online.

Dr. Einhellig then introduced Ivy Yarckow-Brown, Senior Instructor, Criminology & Criminal Justice, who has taught 44 online courses since 2009, to summarize how things work online. She walked the Board through her Seminar in Violence course, for which she won the University's Master Online Course Recognition Award. Her goal is to make navigating through the online site as easy as possible, as it is the coursework material which should be challenging. Her syllabus could range from 18-32 pages and every assignment is detailed in the syllabus. Developing relationships with each student is key for online courses. She will also establish an online learning community so that each student knows they can ask questions of herself and fellow students. She indicated that her classes are fully online, and it is absolutely essential that all components of a seated class be included in the online course format, even if they do require a transition in format or delivery method.

A faculty panel of Ms. Brown, Patti Blanton, Mathematics; Cindy Hail, Childhood Education; Gary Iman, Communications; Dasha Russell, Accounting (West Plains); Stanley Leasure, Finance and General Business; Paula Rector, Criminology & Criminal Justice; and Monika Feeney, Biomedical Sciences next fielded questions and gave their perspectives and experiences in teaching online courses. The question and discussion period revealed the following:

- Online coursework benefits greatly those students who otherwise could not be going to a college campus (in many cases, these are nontraditional students).
- Online coursework is structured so that you have 100% of the students participating when you might only hear from 20% of those in a seated class.
- The Faculty Center for Teaching and Learning can provide excellent support and assistance in helping with online course development. There is a process and a certain amount of training for those interested in teaching online.
- Preparation time required for online teaching is much greater than for seated classes.
- The growth in online teaching will continue.
- Many traditional students, due to various reasons, are taking a combination of seated classes as well as online classes, and they are doing so from the beginning of their college career.

11. **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 the State of Missouri. Dr. Hofherr asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held immediately following this May 12, 2016, meeting of the Board of Governors to consider items of business pursuant to:

- a. R.S.Mo. 610.021 (1). "...any confidential or privileged communications between a public governmental body or its representatives and its attorneys..."

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

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

Dr. Hofherr declared the resolution passed unanimously.

12. **Date of Next Meeting** --- The date of the next regularly scheduled meeting was set for Friday, June 10, 2016, at 1:00 p.m., West Plains Civic Center.
13. **Adjournment**--- Dr. Hofherr adjourned the meeting at 4:15 p.m., on the motion of Mr. Hoven, the second of Mr. Gore, and the unanimous vote of the Board.



John W. McAlear
Secretary

III.A.1.

RECOMMENDED ACTION –Approval of replacement of Employment Agreement for Head Women’s Basketball Coach Kellie Harper.

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

WHEREAS, the University desires to extend its employment relationship Kellie Harper as its Head Women’s Basketball Coach;

WHEREAS, the University desires to increase Coach Harper’s annual guaranteed compensation by \$12,500 in recognition and consideration of her success during the 2016-16 basketball season;

WHEREAS, the University desires to amend Coach Harper’s compensation plan to include a retention incentive of \$100,000 in the event that Coach Harper continues her employment at the University through April 14, 2019; and

WHEREAS, the University and Coach Harper have agreed to a replacement Employment Agreement and the terms are set forth, attached, and incorporated herein by reference.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the replacement Employment Agreement for Head Women’s Basketball Coach Kellie Harper, under the terms set forth herein and attached hereto.

VOTE: **AYE** _____

NAY _____

Comments: The major provisions of the replacement Employment Agreement are as follows:

- Extends her current employment term through April 14, 2021;
- Increases her annual salary by \$12,500 (exclusive of any across-the-board increases);
- Adds to compensation plan a retention incentive of \$100,000 in the event that she continues her employment through April 14, 2019.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, Springfield, Missouri, (“University”) and Kellie Harper (hereinafter, “Coach Harper” or “Coach”), and is effective as of July 1, 2016 (“Effective Date”).

WITNESSETH:

WHEREAS, Coach Harper has been employed by University as its Head Women’s Basketball Coach since on or about April 10, 2013, pursuant to an Employment Contract that was effective as of April 15, 2013 (“First Agreement”);

WHEREAS, on April 15, 2014, the parties amended the Prior Agreement so as to increase Coach Harper’s compensation and the length of her current term of employment (“First Amendment”);

WHEREAS, on July 1, 2015, the parties entered into an employment agreement that terminated, superseded, and replaced the First Agreement (“Second Agreement”);

WHEREAS, the parties desire to again restructure the terms of Coach Harper’s employment (specifically, those terms pertaining to compensation and term duration) as further described herein; and

WHEREAS, this Agreement terminates, supersedes, and replaces the Second Agreement as of the Effective Date first indicated above.

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 Harper for a term from July 1, 2016, through April 14, 2021 as its Head Women's Basketball Coach, subject to renewal, cancellation or termination, on the terms and conditions hereinafter provided. The parties agree to review the terms and conditions of the Agreement after the 2016-17 season.

2. Duties

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

- (a) **Head Women's Basketball Coach.** Coach Harper shall serve the University as its Head Women's Basketball Coach, and shall at all times devote her whole time, attention, and energies to the conduct and coaching of the intercollegiate women's basketball program 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 Head Women's Basketball Coach at a college or university.
- (b) **Television Show.** During each year of the Agreement, and commencing on July 1, 2016, as part of Coach Harper's required duties, Coach Harper shall participate in a television show called the "Kellie Harper Basketball Show" or similar (the "TV Show") to promote the good will of the University and publicize its programs. In participating in the TV Show, Coach Harper will not engage in conduct that does not well represent the University or the media outlet.

- (c) **Radio Show and Coach's Call-In Show.** During each year of the Agreement, and commencing on July 1, 2016, Coach Harper shall participate in a radio show with Missouri State University's Sports Radio Network called the "Before and After Game Show" or similar (the "Radio Show") to promote the good will of the University and publicize its programs. In participating in the Radio Show, Coach Harper will not engage in conduct that does not well represent the University or the media outlet.

- (d) **Other Activities Permitted.** Notwithstanding any other language in the Agreement, including the foregoing provisions in Section 2, Coach Harper shall be permitted to conduct summer basketball camps or clinics for her sole benefit as further described herein. In addition, Coach Harper shall be permitted to earn additional outside income through promotional endorsements and contracts, speaking engagements, and other third party opportunities so long as such activities are not inconsistent with the Agreement, or NCAA regulations, and with the prior written approval of the Director of Athletics, such approval not to be unreasonably withheld.

3. Compensation

Effective July 1, 2016, the University shall pay Coach Harper the following compensation:

- (a) **Base Salary.** On an annual basis, University shall pay Coach Harper Two Hundred Forty-Six Thousand Six Hundred and Forty Dollars (\$246,640.00) (i.e., \$20,553.33 per month, base monthly rate, before withholdings) ("Base Salary"). For the duration of the Agreement, Coach Harper's Base Salary shall be subject to

any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided effective July 1, 2016.

- (b) **Payment Via University's Standard Payroll Procedure.** Coach Harper's salary shall be paid in equal sums at such intervals as University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Base Salary as Total Guaranteed Compensation.** The compensation specified in Section 3(a) represents the total guaranteed compensation due and owing Coach Harper in consideration of her: (i) duties as University's Head Women's Basketball Coach, (ii) TV Show duties, as specified in Section 2(b); (iii) Radio Show duties, as specified in Section 2(c); and (iv) for attending University alumni/fundraising events as requested.
- (d) **Eligibility for Incentive Payments.** Coach Harper shall be eligible for additional incentive payments as specified in Section 6.
- (e) **Retention Incentive.** In that the University desires to induce Coach Harper to continue her employment with the University, Coach Harper shall be paid a retention incentive in the gross amount of One Hundred Thousand Dollars (\$100,000.00), in the event that she continues her employment as the University's Head Women's Basketball through April 14, 2019.

4. Fringe Benefits and Privileges

The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (MOSERS), hospitalization/medical

insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach Harper. It is agreed that the terms and conditions in the Faculty Handbook will not be regarded as a part of the Agreement, and that Coach Harper is not on tenure-track and is not receiving tenure.

5. Basketball Camp(s)

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

- (a) **University Fee Per Camp Enrollee.** Coach Harper agrees to pay the University \$5 per person for each camp enrollee up to a maximum of 1,000 camp enrollees for the summer of 2016 for the rental of Hammons Student Center. Beginning with the summer of 2017, and for all remaining years of the Agreement, the parties agrees to decrease the per person rate to \$3 per person up to a maximum of 500 camp enrollees for the rental of Hammons Student Center.
- (b) **Insurance Obligations.** Coach Harper agrees to secure commercial general liability insurance to cover the operation of the camp. Such policy limits insurance shall be in amounts no less than Five Hundred Thousand Dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach Harper agrees to increase

the liability limits if requested by the University as a result of a change in Missouri law.

- (c) **Mandated Reporter Training.** Coach Harper will attend and require her staff to attend any University-required mandated reporter and/or Title IX trainings prior to conducting any women's basketball camps.
- (d) **Use of University's Athletic Facilities.** Coach Harper shall be entitled to use the Hammons Student Center courts, including locker rooms, and outdoor courts in conducting basketball camps under this Section 5. Other University facilities (including JQH Arena, the Greenwood Gym, and McDonald Arena) may also be used in conducting basketball camps, subject to scheduling and availability. Coach Harper shall work with the University's Director of Athletics to schedule use of these other athletic facilities.
- (e) **Use of University's Housing System.** Coach Harper shall be given access to the University's residency housing system for use in conjunction with the basketball camps, provided that she shall pay the daily summer rate charges of Fifteen Dollars (\$15.00) per person for housing (including linens) in the summer of 2016. The University agrees to provide Coach Harper with notice of any increase in residence hall rates for the subsequent year by the preceding December 31.
- (f) **No Guarantee as to Number of Camp Participants.** Coach Harper does not guarantee any number of basketball camp participants or enrollees.
- (g) **Registration Fee, Revenue for Basketball Camps.** The registration fee for each enrollee shall be established by Coach Harper. Coach Harper shall be allowed to

retain all revenues and income generated by such camp, less fees referenced above in Sections 5(a) and (e).

- (h) **Use of University Name, Logos in Camp Brochures.** Coach Harper may use the University names, logos, and depictions in brochures and similar camp documentation.
- (i) **Audit Right of University.** To the extent necessary to permit the University to ensure compliance with all applicable NCAA rules, Coach Harper shall provide all camp records to athletics administrators or other university administrators when requested, or as otherwise required by law. Examples of such records may include, without limitation, rosters, applications, free or discounted admissions, bank statements, expense records, and payroll records.

6. Other Compensation and Incentives

- (a) **Achievement Payments.** Coach Harper shall be entitled to receive certain payments (before taxes) if the University's women's basketball team (the "Team") performs to certain levels of achievement.
 - (i) **Academic Progress Rate ("APR").** Coach Harper shall be paid the amount of Two Thousand Five Hundred Dollars (\$2,500.00) for each year the Team's NCAA calculated Academic Progress Rate (APR) meets or exceeds the NCAA APR Multiyear Cut Score.
 - (ii) **Missouri Valley Conference Placements.** In the event the Team finishes as champions or co-champions in the Missouri Valley Conference, an additional Ten Thousand Dollars (\$10,000.00) will be paid to Coach Harper.

- (iii) **Missouri Valley Conference Post-Season Tournament.** In the event a post-season Missouri Valley conference tournament is held, and the Team is champion of that tournament, an additional Ten Thousand Dollars (\$10,000.00) will be paid to Coach Harper.
- (iv) **NCAA Women's Basketball Tournament.** In the event the Team receives an at-large bid to the NCAA post-season tournament, Coach Harper will be paid an additional Ten Thousand Dollars (\$10,000.00). Additionally, Coach Harper will be paid Seven Thousand Five Hundred Dollars (\$7,500.00) each for a first round win in the tournament, as well as one of the following: Ten Thousand Dollars (\$10,000.00) if the Team advances beyond the second round; Seventeen Thousand Five Hundred Dollars (\$17,500.00) if the Team advances beyond the round of the Sweet Sixteen; Thirty-Five Thousand Dollars (\$35,000.00) if the Team advances beyond the round of the Elite Eight; Fifty Thousand Dollars (\$50,000.00) if the Team advances beyond the Final Four; and One Hundred Thousand Dollars (\$100,000.00) if the Team wins the National Championship Game.
- (v) **Women's NIT Tournaments.** In the event the Team participates in the women's version of the NIT post-season tournament, an additional Two Thousand Five Hundred Dollars (\$2,500.00) for each game appearance in such tournament will be paid to Coach Harper as well as one of the following: Ten Thousand Dollars (\$10,000.00) if the Team reaches the NIT Final Four; Fifteen Thousand Dollars (\$15,000.00) if the Team plays

in the Championship Game; or Twenty Thousand Dollars (\$20,000.00) if the Team wins the NIT Championship Game.

(vi) **Coach of the Year Awards.** Coach Harper shall be paid Five Thousand Dollars (\$5,000.00) should she be named Missouri Valley Coach of the Year by the Missouri Valley Conference coaches or the Missouri Valley Conference media. Coach Harper shall be paid Twenty Thousand Dollars (\$20,000.00) should she be named the National Coach of the Year by the Women's Basketball Coaches Association.

(vii) **Attendance.** Coach Harper shall be paid one of the following amounts based on average actual attendance as set forth in the Athletics Department attendance system, as indicated below:

- Two Thousand Five Hundred Dollars (\$2,500.00) if the average actual attendance is 4,000 for the basketball season; or
- Five Thousand Dollars (\$5,000.00) if the average actual attendance is 5,000 for the basketball season; or
- Ten Thousand Dollars (\$10,000.00) if the average actual attendance is 6,000 for the basketball season; or
- Fifteen Thousand Dollars (\$15,000.00) if the average actual attendance is 7,000 for the basketball season.

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

- (b) **Club Memberships.** The University will pay periodic dues for Coach Harper and her family that will entitle her to: (1) membership in The Tower Club, and to (2) social membership in the Highland Springs Country Club. Golf privileges on a regular basis other than those relating to a social membership are subject to the approval of the management of the Club. The University will also provide membership, including golf and social privileges, at Millwood Country Club. Coach Harper agrees to contact designated persons to make necessary arrangements to utilize such memberships.

- (c) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach Harper while recruiting or on official business for the University's women's basketball or athletics program will be paid/reimbursed to Coach Harper, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.

- (d) **Use of Automobile.** University shall furnish Coach Harper with an automobile, for her business and personal use for the duration of this Agreement. Coach Harper shall be responsible for ensuring that the automobile is insured with policy limits acceptable to the University, and the University shall pay/reimburse Coach Harper all insurance and maintenance costs associated with her use of the automobile. If such an automobile is not available, the University will provide Coach Harper with an automobile allowance in the amount of \$500.00 per month and shall pay/reimburse Coach Harper all insurance and maintenance costs.

- (e) **Tickets.** Coach Harper shall be entitled to 12 tickets to each home basketball game at no cost to her for personal use and additional tickets as necessary to assist Coach Harper in promoting and enhancing the University women's basketball program.
- (f) **Tax Withholding on Fringe Benefit Programs.** The University will only withhold taxes, FICA and MOSERS retirement benefits if required by law on the fringe benefit programs on all payments made to Coach Harper, unless authorized in writing by Coach Harper.

7. **Professional and Moral Conduct Required**

It is understood Coach Harper is being employed by University, which is a member institution of the National Collegiate Athletic Association ("NCAA"), for the purpose of administering, conducting, and coaching the Team. Accordingly, Coach Harper agrees she will diligently conduct the women's basketball program under her direction in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- (a) Coach Harper will make best efforts to ensure that the Team's student-athletes comport themselves with honesty and sportsmanship at all times.
- (b) Coach Harper shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract.
- (c) Coach Harper shall not knowingly participate in the management, coaching, officiating, supervision, promotion, or player selection of any all-star contest

involving student-athletes that is not certified by the NCAA's Extra Events Committee.

- (d) Except as is ordinarily done by a basketball coach at a university, Coach Harper shall not represent a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- (e) Coach Harper is required to provide a written detailed account annually to the University President for all athletically-related income and benefits from sources outside the University. Sources of such income shall include, but are not limited to, the following:
 - Income from annuities;
 - Sports camps;
 - Housing benefits (including preferential housing arrangements);
 - Country club memberships;
 - Complimentary ticket sales; and
 - Television and radio programs.

8. Termination.

- (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the term specified above is made, this Agreement shall terminate as of the last day of the term (i.e., April 14, 2021).

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

- (i) **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach Harper becomes totally disabled within the meaning of the University's disability insurance for employees of Coach Harper's staff classification so that she qualifies under the University's long-term disability plan, or if Coach Harper becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents Coach Harper from performing her duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this Section due to permanent disability at a time when Coach Harper's University disability plan benefits are not sufficient to fund her compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to insure Coach Harper receives her full compensation.
- (ii) **For Just Cause.** The term "just cause" is defined as acts by Coach Harper constituting or involving dishonesty, moral turpitude, conviction of a felony, and major infractions of NCAA rules and regulations, prolonged absence from duty without the consent of the Athletic Director, and willful disregard for the welfare and safety of University's student-athletes which has resulted in serious injury or death. No termination of employment for

alleged “just cause” shall occur without first giving Coach Harper notice in writing of the cause alleged, and an opportunity to be heard.

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

9. Cancellation

- (a) **Cancellation Without Cause by Coach Harper.** Coach Harper may cancel the Agreement if she gives notice of cancellation to the Director of Athletics and pays the University Two Hundred Forty-Six Thousand Six Hundred and Forty Dollars (\$246,640.00) as liquidated damages within thirty (30) days of giving notice that she is leaving her employment at the University, if the notice is given on or before April 14, 2017. This liquidated damages sum will decreased by Forty-Nine Thousand Three Hundred and Twenty-Eight Dollars (\$49,328.00) every April 15 thereafter during the term of the Agreement. For example, for notice given between April 15, 2017, and April 14, 2018, the liquidated damages for cancellation shall be One Hundred Ninety-Seven Thousand Three Hundred and Twelve Dollars (\$197,312.00). Notwithstanding any language to the contrary, Coach Harper can cancel the Agreement without penalty if she leaves collegiate coaching for a minimum of one (1) year as a Head Women’s Basketball Coach at an NCAA Division I institution.

(b) **Cancellation Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel the Agreement in any year by notification to Coach Harper in writing, on or before April 14. It is understood that cancellation does not require just cause or any cause. In the event of cancellation by University, Coach Harper shall receive payment for the number of months remaining on the contract after the effective date times the base monthly rate. For example, if the University cancels the Agreement with twenty (20) months remaining, the liquidated damages for cancellation shall be Four Hundred Eleven Thousand Sixty-Six and 60/100 Dollars (\$411,066.60) (i.e., base monthly pay of \$20,553.33 X 20 months). Said liquidated sum will be paid within thirty (30) days following the Cancellation Date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach Harper after the cancellation date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare tax) only will be paid on said liquidated sum, and standard payroll deductions for Social Security and income tax will be withheld. Coach Harper will also be paid on or before the Cancellation Date any and all amounts actually earned by Coach Harper on or before the Cancellation Date.

10. Missouri Law

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

11. Entire Agreement

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

IN WITNESS WHEREOF, the parties have executed this Agreement with effective date as noted above.

ATTEST:

**BOARD OF GOVERNORS OF
MISSOURI STATE
UNIVERSITY**

Secretary Date
Board of Governors

Peter Hofherr, Ph.D., Chair Date
Board of Governors

Kellie Harper *5/23/16*

Kellie Harper Date
Head Women's Basketball Coach

III.A.2.

RECOMMENDED ACTION – Approval of FY2016-17 Employment Agreements for Athletics Administrators and Coaches.

The following resolution was moved by _____
and seconded by _____

WHEREAS, the University desires to continue its employment of the individuals referenced in the attached Exhibits 1 through 46; and

WHEREAS, the Athletics Employment Agreement Terms and Conditions referenced in Exhibits 1 through 44 are attached as Exhibits 47 through 49.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2016-17 Employment Agreements for Athletics Administrators and Coaches.

VOTE: **AYE** _____
 NAY _____

Comments:

The annual salaries of Jonathan Harper, Jennifer Sullivan, and Jackie Stiles, each of whom are Assistant Coaches for Women’s Basketball, will increase by \$4,166 each.

The annual salaries of Matthew Sligh and Corey Gipson, both of whom are Assistant Coaches for Men’s Basketball, are increased by \$12,545 and \$25,000, respectively.

All other salaries remain unchanged.

All salaries set forth in the remaining attached exhibits do not include the two (2) percent across the board increase for full-time faculty and staff who were on payroll as of April 1, 2016. All salaries otherwise remain unchanged.



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Assistant Coach (2/28/2013), which is incorporated herein by this reference.

Name of Coach: Jackie Stiles

Position: Assistant Coach

Sport: Women’s Basketball

Term: July 1, 2016 to June 30, 2017

Compensation: Base salary: \$82,917 annually
Promotional Compensation: \$20,000.00 annually funded by the Missouri State University Foundation in exchange for Ms. Stile’s agreement to perform additional duties to promote the University and make best efforts to raise private support for the Athletics Department of the University by making appearances before, and presentations to, the general public, alumni groups, booster groups and organizations, civic organizations, school districts and professional organizations for a reasonable number of dates and at mutually agreed upon times and dates (“Promotional Compensation”).

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

Other Benefits and Incentives: Use of one (1) automobile.

Camps and other outside remuneration: Ms. Stiles shall be permitted to conduct basketball camps or clinics with the Head Women’s Basketball Coach’s approval. To the extent the Terms and Conditions are inconsistent with this provision, this provision shall control. In addition, Ms. Stiles may be permitted to earn additional outside income through promotional endorsements and contracts, speaking engagements, and other third-party opportunities so long as such activities are not inconsistent with this Agreement, the University’s conflict of interest policy, or NCAA regulations, and with the prior written approval of the Head Women’s Basketball Coach and the Director of Athletics, such approval not to be unreasonably withheld.

ASSISTANT COACH

BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY

Jackie Stiles

Clifton M. Smart III
President

Date

Date



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Jennifer Sullivan

Position: Assistant Coach

Sport: Women’s Basketball

Term: July 1, 2016 - June 30, 2017

Compensation: \$87,861

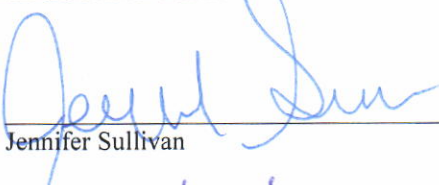
Achievement Payments:

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

Other Benefits and Incentives:

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

ASSISTANT COACH



Jennifer Sullivan

5/17/16

Date

BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Jonathan Harper

Position: Assistant Coach

Sport: Women’s Basketball

Term: July 1, 2016 – June 30, 2017

Compensation: \$81,661

Achievement Payments:

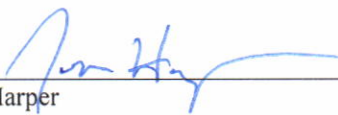
- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Conference Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season WNIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – Per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

Other Benefits and Incentives:

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

ASSISTANT COACH

BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY



Jon Harper

Clifton M. Smart III
President

5/17/16

Date

Date



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Benjamin Adamson

Position: Assistant Director for Athletics Communications

Term: July 1, 2016 – June 30, 2017

Compensation: \$36,856

Achievement Payments:

**\$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or
\$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
\$250 for each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)**

Other Benefits and Incentives:

ADMINISTRATOR

Benjamin Adamson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5-12-16
Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Susan Atkinson

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$37,837

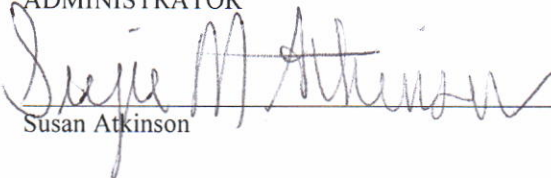
Achievement Payments:

\$500 for regular season MVC Conference Championship or Co-Championship in Softball and W. Soccer; and
\$250 for MVC Conference Championship in Softball and W. Soccer; and
\$250 for each regular season conference championship or co-championship in any other men’s or women’s sport; and
\$250 for each men’s or women’s team that advances to NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Susan Atkinson

Clifton M. Smart III
President

5/19/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Jacob Barreau

Position: Assistant Coach

Sport: Volleyball

Term: July 1, 2016-June 30, 2017

Compensation: \$33,899

Achievement Payments:


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

Other Benefits and Incentives:

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

COACH

MISSOURI STATE UNIVERSITY



Jacob Barreau

Clifton M. Smart III
President

5/12/16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Ron Boyce

Position: Director of W. Track and Field and W. Cross Country

Sport: Women’s Track and Field / Women’s Cross Country

Term: July 1, 2016 – June 30, 2017

Compensation: \$72,841

Achievement Payments:

- \$1,400 for each regular season team conference championship or co-championship in women’s indoor or outdoor track and field; and
- \$700 for regular season team conference championship or co-championship in women’s cross country; and
- \$700 for the team competing in the NCAA women’s cross country championships; and
- \$250 for each individual that qualifies for the NCAA Cross Country Championships; and
- \$400 for each individual that qualifies and competes in a one person event in the NCAA women’s indoor or outdoor track and field championships; and
- \$400 for each group of individuals that qualifies and competes in a recognized team event in the NCAA women’s indoor or outdoor track and field championships.

Other Benefits and Incentives:

- Coach may operate camps and/or clinics
- Use of one (1) automobile

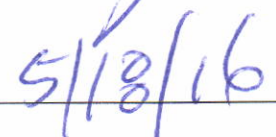
COACH

MISSOURI STATE UNIVERSITY



 Ron Boyce

 Clifton M. Smart III
 President



 Date

 Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Rob Brewer

Position: Head Coach

Sport: Women’s Soccer

Term: July 1, 2016 – June 30, 2017

Compensation: \$51,288

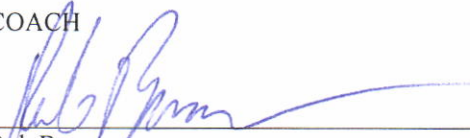
Achievement Payments:

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

Other Benefits and Incentives:

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

COACH

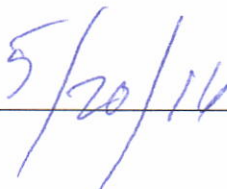


Rob Brewer

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date



Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State. UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: David Collins

Position: Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2016 – June 30, 2017

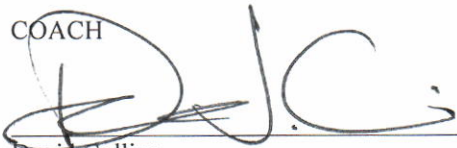
Compensation: \$61,161

Achievement Payments:

\$1,400 for Missouri Valley Conference (MVC) and Mid-American Conference (MAC) Championship; or
\$1,400 for Missouri Valley Conference (MVC) and Mid-American Conference (MAC) Co-Championship; and
\$400 per individual who qualifies and competes in NCAA Championship; and
\$400 for each group that qualifies and competes (relay team) in the NCAA Championship

Other Benefits and Incentives:

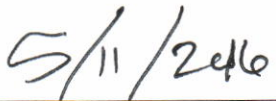
Coach may participate in camps and/or clinics
Use of one (1) automobile

COACH


David Collins

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Shannon Derricks

Position: Assistant Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$50,900

Achievement Payments:

**\$500 Regular Season Championship in Volleyball; or
\$250 MVC Championship in Volleyball; and
\$250 for each championship or co-championship in any other men’s or women’s sport; and
\$250 for each men’s or women’s team that advances to the NCAA Tournament (excludes NIT/WNIT)**

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Shannon Derricks

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Chelsea Dirks-Ham

Position: Assistant Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2016-June 30, 2017

Compensation: \$35,683

Achievement Payments:

\$700 Missouri Valley Conference (MVC) Championship and Mid-American Conference (MAC) Championship; or Missouri Valley Conference (MVC) Co-Championship and Mid-American Conference (MAC) Co-Championship; and \$200 per individual that qualifies and competes in NCAA Championship; and \$200 for any group of individuals (relay team) who qualifies and competes in the NCAA Championship

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

Chelsea Dirks-Ham

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

5/11/16

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Eric R. Doennig

Position: Assistant Director for Athletics Communications

Term: July 1, 2016 – June 30, 2017

Compensation: \$37,312

Achievement Payments:

\$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$250 For each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Eric R. Doennig

Clifton M. Smart III
President

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Kevin P. Dunn

Position: Assistant Coach

Sport: Volleyball

Term: July 1, 2016 -June 30, 2017

Compensation: \$50,900 annually

Achievement Payments:

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

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

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

COACH

MISSOURI STATE UNIVERSITY



Kevin P. Dunn

Clifton M. Smart III
President

5/10/16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Paul Evans

Position: Assistant Coach

Sport: Baseball

Term: July 1, 2016-June 30, 2017

Compensation: \$62,594


Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; \$700 MVC Championship; and \$400 for each game in the NCAA Tournament; and \$1,250 for winning NCAA Regional; or \$2,000 for winning NCAA Super Regional; or \$2,500 if team advances to College World Series; or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH



Paul Evans

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5-19-16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Jordan Fife

Position: Head Coach (Cross Country) / Assistant Coach (Track and Field) – *The Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013 will apply to this Agreement with regard to Coach’s employment as a Head Coach. The Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013 will apply to this Agreement with regard to Coach’s employment as an Assistant Coach.*

Sport: Women’s Cross Country / Women’s Track and Field

Term: July 1, 2016-June 30, 2017

Compensation: \$40,720

Achievement Payments:

\$1,400 for regular season team conference championship or co-championship in women’s cross country; and
\$700 for each regular season team conference championship or co-championship in women’s indoor or outdoor track and field; and
\$700 for the team competing in the NCAA women’s cross country championships; and
\$250 for each individual that qualifies and competes in the NCAA women’s cross country championships; and
\$200 for each individual that qualifies and competes in a one person running event of 1500 or more meters in the NCAA women’s indoor or outdoor track and field championships; and
\$200 for each group of individuals that qualifies and competes in the two mile relay in the NCAA women’s indoor or outdoor track and field championships.

Use of one (1) automobile

Camps and Clinics:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Jordan Fife

Clifton M. Smart III
President

5/10/16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Sue Frederick

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2016-June 30, 2017

Compensation: \$41,331

Achievement Payments:

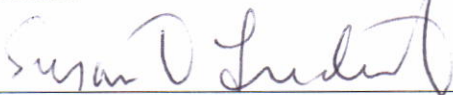
\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; \$700 MVC Championship; and \$400 for each game in the NCAA Tournament; and \$1,250 for winning 3 games in NCAA Regional; or \$2,500 if team advances to College World Series; or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Sue Frederick

Clifton M. Smart III
President

5-16-16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Jeremiah Frey

Position: Director of Strength and Conditioning Coach

Term: July 1, 2016 – June 30, 2017

Compensation: \$47,174

Achievement Payments:

\$500 for each regular season conference championship or co-championship in Baseball, Softball, Volleyball and W. Track and Field and Cross Country and Swimming and Diving; and


\$250 for each regular season conference championship or co-championship in any other men’s or women’s sport; and

\$250 for each men’s or women’s team that advances to NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Jeremiah Frey

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

Name of Administrator: Mitchell Hauschildt

Position: Prevention, Rehabilitation and Physical Performance Coordinator

Term: July 1, 2016 – June 30, 2017

Compensation: \$46,184

Achievement Payments:

\$500 Regular season championship or co-championship in Volleyball, Men’s or Women’s Basketball or Football;
\$250 for each regular season conference championship or co-championship in any men’s or women’s sport; and
\$250 for each men’s or women’s team that advances to NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Mitchell Hauschildt

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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Name of Administrator: Megan Hofferth

Position: Director of Athletics Marketing and Promotions

Term: July 1, 2016 – June 30, 2017

Compensation: \$32,500

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

_____ Clifton M. Smart III
President

_____ Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: James Huelskamp

Position: Assistant Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2016-June 30, 2017

Compensation: \$14.13/hour (part time)

Achievement Payments:

\$700 Missouri Valley Conference (MVC) Championship or Mid-American Conference (MAC) or MVC or MAC Co-Championship; and

\$200 per individual that qualifies and competes in NCAA Diving Championship; and

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

James Huelskamp

James Huelskamp

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

May 10 2016

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Chastity A. Hunt

Position: Senior Associate Athletics Director / SWA

Term: July 1, 2016 – June 30, 2017

Compensation: \$94,373

Achievement Payments:

\$1,000 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$400 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$400 for each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT); and \$1,250 should all athletics teams meet or exceed NCAA APR cut score

Other Benefits and Incentives:

Social Membership to Highland Springs Country Club (shared with athletics administrators and coaches)

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


Chastity A. Hunt

Clifton M. Smart III
President

5/18/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State

U N I V E R S I T Y

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Adja Jones

Position: Academic Advisor, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2016 – June 30, 2017

Compensation: \$30,540

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Adja Jones

Adja Jones

Clifton M. Smart III
President

5-11-14

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Kevin Kane

Position: Head Coach

Sport: Women’s Golf

Term: July 1, 2016 – June 30, 2017

Compensation: \$39,361

Achievement Payments:

**\$1,400 for Missouri Valley Conference (MVC) Championship; and
\$700 if team competes in NCAA Tournament; and
\$400 per individual that qualifies for NCAA Tournament**

Other Benefits and Incentives:

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

COACH

Kevin Kane

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

Name of Administrator: Shamika Kentish

Position: Assistant Athletics Director for Compliance

Term: July 1, 2016 – June 30, 2017

Compensation: \$46,000 annually

Achievement Payments:

\$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$250 for each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

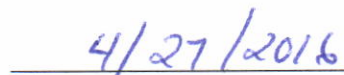
ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Shamika Kentish

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State. UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

Name of Administrator: Richard Kindhart

Position: Assistant Athletics Director for Athletics Communications

Term: July 1, 2016 – June 30, 2017

Compensation: \$71,145

Achievement Payments:

\$700 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, and \$400 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$400 For each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR

Richard Kindhart

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/12/16

Date

Date

*Athletics Employment Agreement Terms and Conditions ~ Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Tyler Landgraf

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$40,382

Achievement Payments:

- \$500 MVC Regular Season Championship or Co-Championship in Men’s Basketball; or
- \$250 MVC Championship in Men’s Basketball; and
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; and
- \$250 for each men’s or women’s team that advances to the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Tyler Landgraf

Clifton M. Smart III
President

Date

Date

5-10-16

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Jonathan Leamy

Position: Head Coach

Sport: Men’s Soccer

Term: July 1, 2016 – June 30, 2017

Compensation: \$60,051

Achievement Payments:

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

Other Benefits and Incentives:

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

COACH

MISSOURI STATE UNIVERSITY



Jonathan Leamy

Clifton M. Smart III
President

5/12/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Carla Morton

Position: Academic Advisor, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2016 – June 30, 2017

Compensation: \$28,198

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Carla Morton

Clifton M. Smart III
President

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Kirk Nelson

Position: Assistant Coach

Sport: Women’s Soccer

Term: July 1, 2016-June 30, 2017

Compensation: \$29,889 annually

Achievement Payments:


\$350 Missouri Valley Conference (MVC) Regular Season Championship; or Regular Season Co-Championship; or \$700 MVC Championship; and \$700 for each game in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Kirk Nelson

Clifton M. Smart III
President

5/19/16

Date

Date

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



Missouri State

U N I V E R S I T Y

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Michelle Noland

Position: Assistant Director, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics


Term: July 1, 2016 – June 30, 2017

Compensation: \$34,612

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Michelle Noland

Clifton M. Smart III
President

4-22-16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: James Penkalski

Position: Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$68,546

Achievement Payments:

- \$500 Regular Season Championship in Baseball; or
- \$250 MVC Championship in Baseball; and
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; and
- \$250 for each men’s or women’s team that advances to the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

James Penkalski

Clifton M. Smart III
President

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Elizabeth (Beth) Perine

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2016-June 30, 2017

Compensation: \$41,331

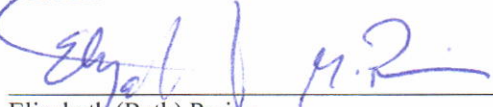
Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; and \$700 MVC Championship; and \$400 for each game in the NCAA Tournament; and \$1,250 for winning 3 games in NCAA Regional; or \$2,500 if team advances to College World Series; or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH



Elizabeth (Beth) Perine

5-11-16

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Daniel Raines

Position: Director, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2016 – June 30, 2017

Compensation: \$50,114

Achievement Payments:

\$700 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or
\$400 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
\$400 For each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)
\$1,250 should all University teams NCAA calculated APR meet or exceed the NCAA APR cut score.

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Daniel Raines

Clifton M. Smart III
President

5/11/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Christina Rasnake

Position: Assistant Strength and Conditioning Coach

Term: July 1, 2016 – June 30, 2017

Compensation: \$40,720

Achievement Payments:

\$500 for each regular season conference championship in Field Hockey, W. Track and Field Men’s Soccer, Women’s Soccer; or

\$250 for each regular season conference championship or co-championship in any other men’s or women’s sport; and

\$250 for each men’s or women’s team that advances to NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Christina Rasnake

Clifton M. Smart III
President

5/17/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Steve Sawchak

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$46,652

Achievement Payments:

\$500 Regular Season Championship in Football; or

\$250 MVC Championship in Football; and

\$250 for each Championship or Co-Championship in any other men’s or women’s sport; and

\$250 for each men’s or women’s team that advances to the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

Steve Sawchak

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/11/16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State
UNIVERSITY

Exhibit 37

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Catherine Schulte

Position: Athletic Trainer for Athletics Medical and Rehabilitation Services

Term: July 1, 2016 – June 30, 2017

Compensation: \$38,145

Achievement Payments:

- \$500 Regular Season Championship in Women’s Basketball; or**
- \$250 MVC Championship in Women’s Basketball; or**
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; or**
- \$250 for each men’s or women’s team that advances to the NCAA Tournament (excludes NIT/NIT)**

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


Catherine Schulte

Clifton M. Smart III
President

5/11/16
Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Michael Scott

Position: Assistant Coach

Sport: Women’s Track and Field

Term: July 1, 2016-June 30, 2017

Compensation: \$33,527

Achievement Payments:

\$700 for each regular season team conference championship or co-championship in women’s indoor or outdoor track and field; and
\$200 for each individual that qualifies and competes in a one person running event of less than 1500 meters in the NCAA women’s indoor or outdoor track and field championships; and
\$200 for each individual that qualifies and competes in a one person field event in the NCAA women’s indoor or outdoor track and field championships; and
\$200 for each group of individuals that qualifies and competes in a team event in the NCAA women’s indoor or outdoor track and field championships.

Other Benefits and Incentives: Coach may participate in camps and/or clinics.

COACH

Michael Scott

Date

5-18-16

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State
UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Charles Michael Seabolt

Position: Associate Head Coach

Sport: Men’s Soccer

Term: July 1, 2016-June 30, 2017

Compensation: \$29,361 annually

Achievement Payments:

\$350 Missouri Valley Conference (MVC) Regular Season Championship; or Regular Season Co-Championship; or \$700 MVC Championship; and \$700 for each game in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

Charles Michael Seabolt

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/19/16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Cody Seidel

Position: Operations Assistant, Men’s Basketball

Sport: Men’s Basketball

Term: June 17, 2016-June 30, 2017

Compensation: \$32,778

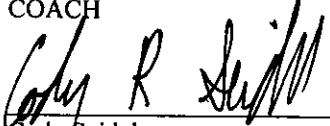
Achievement Payments:

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

Other Benefits and Incentives:

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

COACH


Cody Seidel

5/11/16
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

Exhibit 41

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Matthew W. Sligh

Position: Assistant Coach

Sport: Men’s Basketball

Term: July 1, 2016–June 30, 2017

Compensation: \$85,000 annually

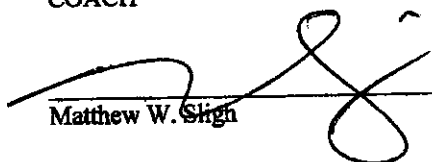
Achievement Payments:

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

Other Benefits and Incentives:

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

COACH


Matthew W. Sligh

5/20/16
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Neal Stafford

Position: Head Coach

Sport: Men’s Golf

Term: July 1, 2016 – June 30, 2017

Compensation: \$31,603

Achievement Payments:

**\$1,400 for Missouri Valley Conference (MVC) Championship; and
\$700 if team competes in NCAA Tournament; and
\$400 per individual that qualifies for NCAA Tournament**

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

COACH

MISSOURI STATE UNIVERSITY



Neal Stafford

Clifton M. Smart III
President

5-16-16

Date

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Nathan Thompson

Position: Assistant Coach

Sport: Baseball

Term: July 1, 2016-June 30, 2017

Compensation: \$55,898

Achievement Payments:

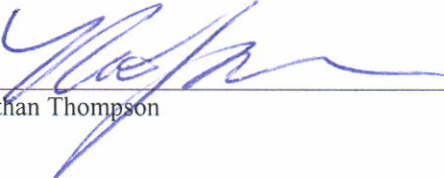
\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship;
\$700 MVC Championship; and
\$400 for each game in the NCAA Tournament; and
\$1,250 for winning NCAA Regional; or
\$2,000 for winning NCAA Super Regional; or
\$2,500 if team advances to College World Series; or
\$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Nathan Thompson

Clifton M. Smart III
President

5-16-16

Date

Date

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



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

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

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

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

Name of Coach: Mallory Weber

Position: Head Coach

Sport: Women’s Tennis

Term: July 1, 2016–June 30, 2017

Compensation: \$36,146 annually

Achievement Payments:

- \$1,400 for Missouri Valley Conference Individual or Team Championship;
- \$700 for Missouri Valley Conference Individual or Team Co-Championship
- \$700 for an Individual, Doubles, or Team that competes in the NCAA Tournament;
- \$500 achievement pay for w. tennis team meeting or exceeding the current NCAA-calculated APR score

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

COACH


Mallory Weber

5/11/16
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

*Athletics Employment Agreement Terms and Conditions – Head Coach dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

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

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

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

Name of Administrator: Timothy Bohn

Position: Assistant Director for Athletics Communications for Web and New Media

Term: July 1, 2016 – June 30, 2017

Compensation: \$42,180


Achievement Payments:

**\$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, and
\$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and
\$250 For each men’s and women’s team that advances to NCAA post season (excludes NIT/WNIT)**

Other Benefits and Incentives:

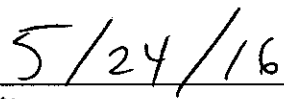
ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Timothy Bohn

Clifton M. Smart III
President



Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013



Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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

Name of Coach: Corey Gipson

Position: Assistant Coach

Sport: Men’s Basketball

Term: July 1, 2016-June 30, 2017

Compensation: \$105,000 annually

Achievement Payments:

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

Other Benefits and Incentives:

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

COACH

Corey Gipson

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

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

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

- a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

2. Duties. Administrator's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator's duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

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

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

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

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

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

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

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

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

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

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

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

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

March 18, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

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

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

a. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or

b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

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

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

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may operate camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may operate camps and clinics associated with the sport identified in this Agreement ("Sport") for Coach's own benefit. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not own, operate, or conduct such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for operating such camps and clinics. The fee for each camp enrollee shall be established by Coach, and the income derived from such camp shall belong solely to Coach. Coach's duties for the University do not include operating camps or clinics, but the University authorizes Coach to operate camps or clinics as outlined herein for Coach's own benefit as an additional benefit and incentive. Coach may use the University's names, logos and depictions in brochures and similar camp documentation. As it is the responsibility of the University to ensure compliance with NCAA rules, Coach will provide all camp records (e.g., rosters, applications, admissions information, bank statements, expense and payroll records, etc.) to the University upon request. If Coach operates a camp or clinic:

a. Coach agrees to pay the University the amount (per enrollee or otherwise) set forth in this Agreement (if any such amount is set forth in this Agreement). Coach does not guarantee any number of enrollees.

b. Coach agrees to secure commercial general liability insurance to cover its operation. 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 an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity.

c. The University will provide facilities for such camp or clinic at no additional charge; however, University facilities provided for such camp or clinic shall be limited to those ordinarily used for the Sport, subject to such further limitations (if any) set forth in this Agreement.

d. If this Agreement sets forth rates for residence hall housing for camp enrollees, the University will provide residence hall housing for camp enrollees at such rates.

e. Coach will not alter the University's facilities, will be responsible for all damages to the University's facilities, and will comply with the University's policies and reasonable instructions with regard to camp or clinic activities occurring on or in the University's facilities.

4. Use of Automobile. *This section applies only if this Agreement states that Coach will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Coach shall be furnished with an automobile, pursuant to a lease agreement with the University, for Coach's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Coach

will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Coach understands and agrees that Coach (and not the University) is individually responsible for maintaining insurance for the automobile.

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

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

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

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

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

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

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

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

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

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

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT/ASSOCIATE COACH (2/28/2013)

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

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

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

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

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

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

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

Employee Handbook and University Policies. Coach's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Coach understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Coach's

employment is not subject to the Faculty Handbook, and Coach is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

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

- a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.
- b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.
- c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.
- d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.
- e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- f. Coach is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:
 - Income from annuities;
 - Sports camps;
 - Housing benefits (including preferential housing arrangements);
 - Country club memberships;
 - Complimentary ticket sales;
 - Television and radio programs; and
 - Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.
- g. Coach further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

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

III.B.1.

RECOMMENDED ACTION - Approval of Purchasing 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 Purchasing Activity Report dated June 10, 2016, as presented by Business and Support Services, be accepted and approved.

VOTE: **AYE** _____

NAY _____

COMMENTS:

This report summarizes purchasing activities of Business and Support Services.

It is recommended that the attached report be approved.

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

June 10, 2016

City of West Plains

West Plains Civic Center

Budget

\$128,090.32

Renewal of the contract with the City of West Plains to lease the West Plains Civic Center for certain University functions. Contract period is July 1, 2016, through June 30, 2017. The prior rate of \$105,352.80 for the base lease was in effect since July 1, 2015, and reflected a 0.8% increase from the prior year. The current rate was negotiated and agreed to by the University and the West Plains Civic Center Board and reflects a 0.7% increase to \$106,090.32. An addendum to the contract for additional fees for staffing and equipment are charged by the Civic Center for certain Missouri State University–West Plains events according to a schedule. This cost is estimated to be \$22,000.00 for the contract period.

III.B.2.

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 August 15, 2016 through May 26, 2017

<u>Name</u>	<u>Rank</u>	<u>Effective</u>
Benjamin Wheeler	Assistant Professor	8/15/2016 5/26/2017

VOTE: **AYE** _____
 NAY _____

III.B.3.

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

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

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

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Carrie R. Steen	Coord. Inst. Research-Effectiveness WP Academic Affairs	44	\$47,000 Annually	05/16/2016
Christopher H. Popp	Head Athletics Coach, Basketball WP Men's Athletics	UN	\$54,300 Annually	05/23/2016

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Chad M. Van Riessen	Assistant Coach, WP Men's Athletics WP Men's Athletics From: Interim Head Coach, WP Men's Basketball Annual Salary: \$34,700 + \$1,300 / month supplemental pay To: Assistant Coach, WP Men's Athletics Annual Salary: \$34,700	Status Change	05/22/2016

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Chad M. Van Riessen	Assistant Coach, WP Men's Athletics WP Men's Athletics	06/30/2016

VOTE: **AYE** _____

NAY _____

III.B.4.

RECOMMENDED ACTION – Approval of Academic Program for the Associate of Applied Science in Culinary and Hospitality Management.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the Associate of Applied Science in Culinary and Hospitality Management be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The existing Culinary Arts program is part of the Associate of Applied Science in Entrepreneurship – Culinary Arts Option. This program is offered in partnership with the South Central Career Center (SCCC).
2. Because the Culinary Arts program is part of the AAS in Entrepreneurship, the focus of the degree is on general entrepreneurship classes rather than those specific to culinary arts.
3. The addition of the Associate of Applied Science in Culinary and Hospitality Management, will expand educational opportunities for students interested in this field.
4. Once the Associate of Applied Science in Entrepreneurship options are phased into other programs, that degree will likely be eliminated.
5. The proposed program will better serve students and will hopefully increase the pipeline of students interested in the BS or BAS in Restaurant and Hospitality Management on the Missouri State University-Springfield campus.
6. The program and curriculum 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 proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

AAS in Culinary and Hospitality Management

General Education Requirements		Credit Hours
COM 115	Fundamentals of Public Speaking	3
ENG 110	Writing I	3
MGT 130	Business Math or	
MTH 100	Intermediate Applied Mathematics or higher (except MTH 197 or MTH 297)	3
PLS 101	American Democracy & Citizenship	3
IDS 110	Student Success	2
Total General Education Core Hours		14

Culinary & Hospitality Management		Credit Hours
CFD 130	Essentials of Nutrition.....	3
CIS 101	Computers for Learning	3
EPR 110	Introduction to Entrepreneurship	3
FCA 150	Culinary Arts I	12
FCA 155	Culinary Arts II.....	12
FCA 297	World Cuisine and Culinary Cultures.....	3
HRA 210	Introduction to Hospitality Leadership.....	3
HRA 218	Safety and Sanitation.....	3
MKT 150	Introduction to Marketing.....	3
Total Major Hours		42

Elective		Credit Hours
Select one of the following:		
ACC 201	Introduction to Financial Accounting.....	3
EPR 290	Business Plan Development	3
GRY 100	World Regional Geography.....	3
HRA 215	Introduction to Lodging Management.....	3
VIN 174	Wines of the World.....	3
Total Elective Hours		3

Total Major Hours62

FCA 150 and FCA 155 are offered in partnership with the South Central Career Center. FCA 160 Culinary Arts may be substituted in place of FCA 150 and FCA 155. Other capstone courses, such as AGR 297, BUS 297 or IDS 297, may be substituted for FCA 297.

III.B.5.

RECOMMENDED ACTION – Approval of Academic Program for the Associate of Applied Science in Business - Entrepreneurship Option.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the Associate of Applied Science in Business – Entrepreneurship option be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The existing Associate of Applied Science in Business has four options: Accounting, Computer Information Systems, Management, and Technology Management.
2. The existing Associate of Applied Science in Entrepreneurship has three options: Agricultural Business, Culinary Arts, and General Business.
3. The Associate of Applied Science in Entrepreneurship – General Business Option is closely related to the Associate of Applied Science in Business.
4. The addition of the Associate of Applied Science in Business – Entrepreneurship Option will shift entrepreneurship so it is housed within the Business program.
5. Once the Associate of Applied Science in Entrepreneurship options are phased into other programs, that degree will likely be eliminated.
6. The proposed program will better serve students and will increase enrollment in classes common to all of the business programs.
7. The Associate of Applied Science in Business – Entrepreneurship option has been reviewed and approved by the MSU-WP Curriculum Committee and Faculty Senate. Upon approval by the Board of Governors, the program proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

AAS in Business – Entrepreneurship Option

General Education Core Requirements	Credit Hours
COM 115 Fundamentals of Public Speaking.....	3
ECO 155 Principles of Macroeconomics.....	3
ENG 110 or	
ENG 110A Writing I.....	3
MGT 130 Business Math.....	3
PLS 101 American Democracy and Citizenship.....	3
IDS 110 Student Success.....	2
Total General Education Core Hours.....	17

Business Core Requirements	Credit Hours
CIS 101 Computers for Learning.....	3
BUS 135 Introduction to Business.....	3
FIN 280 Introduction to Financial Management.....	3
BUS 297 International Business (capstone course).....	3
MGT 120 Introduction to Management.....	3
MGT 286 Business Communications.....	3
QBA 237 Basic Business Statistics.....	3
LAW 231 Legal Environment of Business.....	3
Total Business Core Hours.....	24

Entrepreneurship Core Requirements	Credit Hours
ACC 201 Introduction to Financial Accounting.....	3
CIS 212 Personal Computing Systems in Business...	3
EPR 110 Introduction to Entrepreneurship.....	3
EPR 121 Accounting Software Applications.....	3
EPR 130 Sales and Customer Service.....	2
EPR 210 Employee Management and Supervision...	3
EPR 290 Business Plan Development.....	3
MKT 150 Introduction to Marketing.....	3
Total Management Core Hours.....	23

Total Hours Required.....	64
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III.B.6.

RECOMMENDED ACTION – Approval of the Academic Program for the Associate of Applied Science in Technology - Advanced Manufacturing Technology Option, name change.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the name change for the Associate of Applied Science in Technology - Advanced Manufacturing Technology be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Through a partnership between Missouri State University-West Plains (MSU-WP), the South Central Career Center (SCCC), and the City of West Plains, the Greater Ozarks Center for Advanced Technology (GOCAT) will open in the Fall 2016.
2. GOCAT will house the AAS in Technology – Advanced Manufacturing Technology Option and the Certificate in Advanced Manufacturing Technology programs and core classes.
3. Equipment provided by SCCC and equipment funded through the Trade Adjustment Trade Adjustment Assistance Community College and Career Training Grant Program (TAACCCT) will be utilized for these courses and housed in GOCAT.
4. The Associate of Applied Science in Technology – Manufacturing Option has been approved by the MSU Board of Governors and the Coordinating Board for Higher Education.
5. The proposed name change to include “Advanced” will better reflect the program, equipment and facilities.
6. The Associate of Applied Science in Technology - Advanced Manufacturing Technology Option will support local efforts to increase manufacturing employment opportunities.
7. The program and curriculum 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 proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

AAS in Technology – Advanced Manufacturing Technology Option

General Education Requirements

COM 115	Fundamentals of Public Speaking	3
ENG 110	Writing I	3
ENG 210	Writing II: Academic Writing	
OR ENG 221	Writing II: Writing for the Professions	3
MTH 100	Intermediate Applied Math	
OR higher (except MTH 197 or MTH 297)		3
PLS 101	American Democracy & Citizenship	3
IDS 110	Student Success	<u>2</u>
		17

Technology Core

CIS 101	Computers for Learning	3
AGR/IDS 297	Global Agriculture & Food Production	
OR BUS/IDS 297	International Business	
OR IDS 297	The Balance of our Planet	3
TEC 105	Technology's Impact on Society	<u>3</u>
		9

Advanced Manufacturing Technology Option

TEC 100	Survey of Electronics	3
TEC 111	Manufacturing Materials & Processes	3
TEC 112	Introduction to Supply Chain Management	3
TEC 123	Employment in Manufacturing Occupations	3
TEC 165	Manufacturing Technology	3
TEC 175	Welding Technology	3
TEC 200	Applied Electricity & Electronics	3
TEC 205	Employee Management & Supervision	3
TEC 220	Technology Management	3
TEC 245	Mechanical Systems and Fluid Power	3
TEC 275	Automated Manufacturing	3
TEC 299	Technology Internship	<u>3</u>
		36

Total.....62

III.B.7.

RECOMMENDED ACTION – Approval of the Academic Program for the Certificate in Advanced Manufacturing Technology, name change.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the name change for the Certificate in Advanced Manufacturing Technology be approved for submission to the Coordinating Board of Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Through a partnership between Missouri State University-West Plains (MSU-WP), the South Central Career Center (SCCC), and the City of West Plains, the Greater Ozarks Center for Advanced Technology (GOCAT) will open in the Fall 2016.
2. GOCAT will house the AAS in Technology – Manufacturing Option and the Certificate in Manufacturing Technology programs and core classes.
3. Equipment provided by SCCC and equipment funded through the Trade Adjustment Trade Adjustment Assistance Community College and Career Training Grant Program (TAACCCT) will be utilized for these courses and housed in GOCAT.
4. The Certificate in Manufacturing Technology has been approved by the MSU Board of Governors and the Coordinating Board for Higher Education.
5. The certificate consists of courses that are also part of the Associate of Applied Science in Technology – Manufacturing Option.
6. The proposed name change to include “Advanced” will better reflect the program, equipment and facilities.
7. The Certificate in Advanced Manufacturing Technology will support local efforts to increase manufacturing employment opportunities.
8. The program and curriculum 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 proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

Certificate in Advanced Manufacturing Technology

27 Credit Hours

Advanced Manufacturing Technology Certificate	Credit Hours
TEC 100 Survey of Electronics	3
TEC 111 Manufacturing Materials & Processes	3
TEC 123 Employment in Manufacturing Occupations	3
TEC 165 Manufacturing Technology	3
TEC 175 Welding Technology	3
TEC 200 Applied Electricity & Electronics	3
TEC 245 Mechanical Systems and Fluid Power	3
TEC 275 Automated Manufacturing	3
TEC 299 Technology Internship	<u>3</u>
Certificate in Advanced Manufacturing Technology Total.....	27

III.B.8.

RECOMMENDED ACTION - Approval of New Academic Program for the Certificate in Horticulture.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the Certificate in Horticulture be approved for submission to the Coordinating Board for Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. Agriculture has long been an important part of the economy and community in our service area.
2. New agricultural initiatives, including new agricultural cooperatives and value added product development, are creating opportunities and educational needs.
3. The proposed Certificate in Horticulture will serve the needs to students seeking a short term certificate with a focus on horticulture or related fields.
4. Students can easily continue their education to an associate degree as the courses required for this certificate will also satisfy degree requirements for the Associate of Applied Science in Agriculture.
5. The development of this certificate is supported by the TAACCT Grant received by Missouri State University-West Plains in 2013 and will utilize the greenhouse funded by the TAACCT Grant.
6. The program and curriculum 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 proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

Certificate in Horticulture

24 Credit Hours

Select 24 credit hours from the following:

- AGR 103 Plant Science 3
- AGR 104 Plant Science Lab 1
- AGR 115 Sustainable Agriculture & the Environment 3
- AGR 120 Agricultural Recordkeeping. 1
- AGR 170 Introduction to Horticulture 3
- AGR 171 Controlled Environmental Agriculture 2
- AGR 172 Greenhouse Management 1
- AGR 173 Aquaponics and Hydroponics 2
- AGR 174 Integrated Pest Management 1
- AGR 175 Vegetable and Fruit Production 3
- AGR 176 Good Agricultural Practices 1
- AGR 177 Turf Grass Management 1
- AGR 178 Landscape Management 1
- AGR 215 Soils 3
- AGR 216 Soils Lab 1
- AGR 299 Agricultural Internship
- AGR 112 Introduction to Agricultural Business 3 or
EPR 110 Introduction to Entrepreneurship 3
- EPR 145 Customer Service. 1
- EPR 150 Marketing for Small Business. 1
- EPR 155 Sales Techniques. 1
- EPR 290 Business Plan Development 3

III.B.9.

RECOMMENDED ACTION - Approval of New Academic Program for the Certificate in Workplace Employability Skills.

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

BE IT RESOLVED by the Board of Governors for the Missouri State University that the Certificate in Workplace Employability Skills be approved for submission to the Coordinating Board for Higher Education.

VOTE: **AYE** _____

NAY _____

COMMENTS:

1. The development of “soft-skills” are widely held to be critical to career success.
2. The lack of these “soft-skills” in job applicants and employees have been consistently mentioned as a concern by area employers and MSU-WP industry partners.
3. Based on input from MSU-WP industry partners and career research, a set of workplace employability skills were identified and a series of one credit hour courses were developed.
4. These courses are included as part of the proposed 12-credit hour Certificate in Workplace Employability Skills.
5. The proposed certificate and courses may be completed as a stand alone certificate or as electives in various associate degrees. The certificate, in whole or in part, may also be offered to area employers as part of the customized training.
6. The program and curriculum 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 proposal will be forwarded to the Missouri Coordinating Board for Higher Education.

Certificate in Workplace Employability Skills

12 Credit Hours

Select 12 courses from the following:

- WES 110 Career Preparation
- WES 115 Introductory Business Communication *
- WES 120 Negotiating and Conflict Resolution
- WES 125 Interpersonal Skills *
- WES 130 Personal Competency
- WES 135 Professionalism
- WES 140 Critical Thinking *
- WES 145 Business Ethics *
- WES 150 Global Business Skills
- WES 155 Customer Service
- WES 160 Planning and Organizational Skills for the Workplace
- WES 165 Practical Math for the Workplace *
- WES 170 Introduction to Computers
- Up to three (3) courses may be selected from CIS 110-CIS 117

* Students who are degree seeking or have completed similar courses may receive credit for the following substitutions: MGT 286 or COM 115 for WES 115; COM 205 for WES 125; COM 110 or PHI 105 for WES 140; PHI 115 for WES 145; MGT 130 or MTH 100 for WES 160.

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 April 27, 2016 through May 25, 2016 be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

Single Feasible Source < \$100,000

Men's Basketball 2017 Gulf Coast Showcase **\$25,000.00**
Intercollegiate Athletics **(Estimated)**

Payment of \$10,000.00 processed to bd Global, LLC, Lexington, Kentucky for the 2017 Men's Basketball Gulf Coast Showcase, Estero, Florida, November 20, 2017 through November 22, 2017. The remaining balance of \$15,000.00 is due by July 1, 2017.

Services include ground transportation to and from the airport, hotel, games, and tournament-provided practices, twelve hotel rooms for four nights each, twenty complimentary passes to tournament welcome reception, twenty complimentary game tickets to the tournament, practice availability on November 20, 2017 at game arena for one-hour, and all tournament and game operational costs and fees, including game officials.

Fees for Intercollegiate Athletics are considered single feasible source purchases per University policy.

Note: Funding to be from ongoing operational budgets.

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

Intercollegiate Athletic Accident Insurance **\$29,000.00**
West Plains Campus **(Estimated)**

Renewal of Contract C7092-2 has been processed with The Baker Agency to provide intercollegiate athletic accident insurance for the West Plains campus (basketball and volleyball) for the period August 1, 2016 through August 1, 2017. **This is the first of four available contract renewal options that will be renewed annually, subject to continued satisfactory performance.**

April 27, 2016 through May 25, 2016

**ACTIVITY REPORT
PAGE TWO**

The premium for secondary coverage has been reduced from \$29,220.00 to \$29,000.00 with no deductible.

Note: Funding to be from ongoing operational budgets.

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

SPSS License Subscription and Support Renewal **\$31,102.92**
SCUF Central FY 2016

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University has renewed its annual license subscription and support for the SPSS Statistics Standard Campus Edition software. **Renewals will continue to be processed annually, subject to continued satisfactory performance.**

This software provides essential analytical tools for use by students, faculty, and researchers. A Home-Use Rider enables limited students and faculty to utilize the product off-campus, and a Virtual Computer Lab Rider allows software to be hosted in a virtualized environment and to be made available to students or faculty members, on or off campus, in accordance with the license agreement.

A purchase order has been issued to International Business Machines Incorporated.

Note: Funding to be from the ongoing Student Computer Usage Fee (SCUF). Student representatives are on the advisory committee.

Single purchase > \$25,000 < \$100,000 from established cooperative contract

Computer Hardware **\$34,040.17**
College of Arts and Letters

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University has purchased 31 all-in-one computers utilizing the University of Missouri's contract with Dell Marketing.

April 27, 2016 through May 25, 2016

**ACTIVITY REPORT
PAGE THREE**

The 31 new all-in-one computers, including mice and keyboards, will replace full-time faculty and staff computers that are four (4) or more years old as part of the College's annual 25% computing upgrade program.

Note: Funding to be from the FY16 operational budget.

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

Ellucian Mobile Platform Maintenance **\$34,952.00**
Computer Services

The University utilizes the Banner suite of software from Ellucian for its core business applications for all students, faculty, staff, alumni, and guests. To build upon the previous investment that has been made in Ellucian's Banner Suite, Ellucian's Mobile Platform Edition Suite software was purchased in 2013 via Single Feasible Source SFS 6338-6.

Mobile Platform Edition Suite software allows the University to take advantage of Banner mobile applications, and to facilitate the development of custom applications. These mobile applications enhance customer service.

Purchase orders are issued to Ellucian for the annual maintenance, and **subject to ongoing satisfactory performance continued payments will be made in future years.**

Note: Funding to be from ongoing operational budgets.

Single purchase > \$25,000 < \$100,000 from established cooperative contract

Computer Hardware **\$43,922.80**
College of Health and Human Services

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University has purchased 40 all-in-one computers utilizing the University of Missouri's contract with Dell Marketing.

April 27, 2016 through May 25, 2016

**ACTIVITY REPORT
PAGE FOUR**

The 40 new all-in-one computers, including mice and keyboards, will be used to replace full-time faculty and staff computers that are five (5) or more years old, as part of the College's annual upgrade cycle, and also for new hires throughout FY17.

Note: Funding to be from the FY16 operational budget.

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

Men's Basketball Bahamas Tour **\$50,000.00**
Intercollegiate Athletics **(Estimated)**

Payment of \$25,000.00 processed to Sport Tours International, Milwaukee, Wisconsin for the 2016 Men's Basketball Bahamas Tournament, Nassau, Bahamas, August 2, 2016 through August 7, 2016. The remaining balance of \$25,000.00 is due by July 1, 2016.

Services include roundtrip airfare from Springfield or Kansas City, Missouri to Nassau, Bahamas, five nights at the Atlantis Coral Tower, breakfast daily at the hotel, one team water excursion, and arrangements for three games.

Fees for Intercollegiate Athletics are considered single feasible source purchases per University policy.

Note: Funding is from private donations.

Single purchase > \$25,000 < \$100,000 from established cooperative contract

Computer Hardware **\$51,609.29**
Extended Campus-Distance Learning and Technology

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University has purchased 47 all-in-one computers utilizing the University of Missouri's contract with Dell Marketing.

April 27, 2016 through May 25, 2016

ACTIVITY REPORT
PAGE FIVE

The 47 new all-in-one computers, including mice and keyboards, will be used to replace aging computers in student computer labs, test proctoring units, classrooms, and faculty offices. These computers will be allocated to locations in West Plains, Joplin, Cassville, and Neosho.

Note: Funding to be from the FY16 operational budget.

III.D.1.

MISSOURI STATE UNIVERSITY

AGREEMENT NO. _____

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

BOARD RESOLUTION

BE IT RESOLVED by the Board of Governors for Missouri State University that space not to exceed 51,208 square feet of space be rented at a price of between \$9.50 - \$11.00 per square foot for various University departments and offices in Meyer Alumni Center for the 2016-2017 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2016-2017 lease for Meyer Alumni Center be formally approved via this resolution at the \$9.50 - \$11.00 per square foot rental rate for the 51,208 square feet of space in Meyer Alumni Center.

BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his/her designee be hereby authorized to initiate and sign a lease agreement for July 1, 2016 - June 30, 2017 with the owner of this building, the Missouri State University Foundation.

Peter Hofherr
Chair of the Board

Passed at Meeting of
June 10, 2016

John W. McAlear
Secretary

Note: The lease rates of \$9.50 and \$11.00 per square feet have not changed from the previous year.

Development and Alumni Relations	20,372 sq. ft.	\$ 9.50
Development and Alumni Relations	5,439	\$11.00
University Relations, Publications, University Communications, Web & New Media	8,517	\$ 9.50
Photo Services	1,965	\$ 9.50
University Advancement	3,200	\$11.00
Learning Diagnostic Clinic/Assessment Center	2,666	\$ 9.50
Mail Room and Vending	420	\$ 9.50
Office of Access and Outreach	2,339 x	\$ 9.50
Office of Access and Outreach	5,689 x	\$11.00
Missouri Campus Compact	<u>601</u> x	\$11.00
Total Square Feet	51,208 sq. ft.	
Overview:		
Total square feet at \$9.50	36,279	\$ 344,650.50
Total square feet at \$11.00	<u>14,929</u>	<u>164,219.00</u>
	51,208	\$ 508,869.50

Notes:

- 1) Missouri State University does a monthly budget transfer for the following areas: Development and Alumni Relations, University Relations/Publications/University Communications/Web & New Media, Photo Services, University Advancement, Learning Diagnostic Center/Assessment Center, the mail room and vending areas. Total square feet: 42,579
- 2) The following areas do a monthly budget transfer for their space: Office of Access and Outreach, and Missouri Campus Compact. Total square feet: 8,629

June 10, 2016

LEASE AGREEMENT

This Lease made this 10th day of June, 2016, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant".

WITNESSETH THAT:

ARTICLE I: PREMISES

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

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

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2016 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2017 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

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

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

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of fifty one thousand two hundred eight (51,208) square feet, located in the Meyer Alumni Center, shall be used for the offices of Development and Alumni Relations, Learning Diagnostic Clinic/Assessment Center, University Advancement, Marketing and Communications (Publications/University Communications/Photo Services/Web and New Media), Office of Access and Outreach, Missouri Campus Compact and any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal, state or local law.

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

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

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

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of nine dollars and fifty cents (\$9.50) per square foot for 36,279 square feet; eleven dollars (\$11.00) per square foot for 14,929 square feet; and a total sum not to exceed five hundred eight thousand eight hundred sixty-nine dollars and fifty cents (\$508,869.50), commencing July 1, 2016.

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

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

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

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

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

ARTICLE VI: ALTERATIONS

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

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

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

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

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

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

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

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

ARTICLE IX: INSURANCE; INDEMNIFICATION

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

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

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

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

ARTICLE X: DESTRUCTION

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

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

ARTICLE XI: CONDEMNATION

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

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

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

ARTICLE XII: LIENS

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

ARTICLE XIII: DEFAULT AND REMEDIES

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

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

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

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

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

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

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

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

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

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

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

ARTICLE XV: QUIET ENJOYMENT

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

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

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

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

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

ARTICLE XVII: NOTICES

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

ARTICLE XVIII: MISCELLANEOUS

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

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

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

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

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

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

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

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

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

ATTEST:

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

Cindy Busby
Secretary

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

John McAlear, Secretary

By: _____
Peter Hofherr
Chair of the Board

EXHIBIT A

Description of Premises

Premises shall consist of 51,208 square feet.

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

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

51,208

EXHIBIT B

Center Rules and Regulations

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

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

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

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

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

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

EXHIBIT C

Services Furnished

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

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO.

Approval of FY17 additional fringe benefits to be funded by Missouri State University or the Missouri State University Foundation

WHEREAS, the Missouri State University Foundation exists to assist and support Missouri State University in a variety of ways that are in the best interests of the institution; and

WHEREAS, the Foundation has provided funding for certain fringe benefits for University employees which would be difficult for the University to fund without the assistance of the Foundation;

THEREFORE BE IT RESOLVED that the Board of Governors approves the fringe benefits as set forth in the attached Exhibits A & B for University employees (for Fiscal Year 2017) which fringe benefits the Board of Governors finds to further support the public purposes of the University; and

BE IT FURTHER RESOLVED that the University provides the following fringe benefits to its employees as approved and provided by the Missouri State University Foundation, based on funding and/or reimbursement to the University from the Foundation (Exhibit A), or as funded directly by the University (Exhibit B), which fringe benefits the Board further finds to be comparable to that provided by similar institutions.

Peter Hofherr
Chair of the Board

Passed at Meeting of
June 10, 2016

John W. McAlear
Secretary of the Board

COMMENTS:

These benefits are for the fiscal year 2016-2017 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

EXHIBIT A (Benefits Funded by the MSU Foundation)

Dr. Stephanie Bryant
Dean, College of Business

Membership – The Tower Club

Mr. Brent Dunn
Vice President for University Advancement

Membership - Highland Springs Country Club (Social);
Membership - Twin Oaks Country Club;
Travel expense for spouse when accompanying the Vice President on University business

Dr. Frank Einhellig
Provost

Membership – Highland Springs Country Club (Social)

Mr. Kevin Greim
Senior Director of Athletic Development

Membership – Millwood

EXHIBIT B (Benefits Funded by the University)

Mr. Joseph Kammerer Director of Development-WP	Membership – West Plains Country Club
Ms. Cheryl Cardwell Director of University Communications-WP	Membership – West Plains Country Club
Dr. Dennis Lancaster Dean of Academic Affairs-WP	Membership – West Plains Country Club
Dr. Angela Totty Dean of Student Services-WP	Membership – West Plains Country Club
Ms. Brenda Polyard Director of University and Community Programs-WP	Membership – West Plains Country Club
Mr. Paul Majkut Director of Information Technology-WP	Membership – West Plains Country Club
Mr. Scott Schneider Director of Business and Support Services-WP	Membership – West Plains Country Club
Ms. Paula Wiedemann Head Womens Athletics Coach-WP	Membership – West Plains Country Club
Mr. Christopher Popp Head Basketball Coach - WP	Membership – West Plains Country Club

III.D.3.

Notification to the Board of Governors of Fee Resolution Change

The following fee resolution change was presented to the Board on December 11, 2015 for 2015-2016. This change was inadvertently left off the 2016-2017 Fee Resolution.

Per the terms of the 2016-2017 Fee Resolution approved by the Executive Committee of the Board on March 16, 2016, the President of the University is hereby authorized to establish and implement additional fees, or make appropriate modifications to the fees as set forth here, except for "Required Student Fees" and that such fees will be immediately effective upon action by the President, but will be reported to the Board at the next meeting of the Board by either the President or the Chief Financial Officer.

The following changes have been approved by the President:

International Programs Sponsored Student Fee

International Students who attend Missouri State University, to include the English Language Institute, whose room and board and/or tuition and fees are paid by a sponsoring organization will be charged a sponsored student fee of \$200.00 for fall and spring semesters; \$100.00 for summer semester; \$100 per 8-week session for English Language Institute. This fee is non-refundable.

III.E.1.

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

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

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

VOTE: **AYE** _____

NAY _____

COMMENTS:

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

It is recommended that the attached report be accepted.

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

April 2016

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

April 1, 2016

**Repairs to Chiller No. 2, Hammons Student Center
Campus Utilities**

**Project Budget
\$7,000.00**

A proposal was received for repairs to chiller number two at the John Q. Hammons Student Center on the Springfield campus. Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Cooperative Purchasing Network Contract. A notice to proceed was issued to Trane U.S. Inc. in the amount of \$5,189.00.

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$ 0.00
Construction Contracts	5,189.00
Project Administration	51.00
Construction Contingency	1,760.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
Total Project Budget	\$7,000.00

This project is being funded by the Utilities Maintenance – Chilled Water Maintenance budget.

**South Wall Exterior Repairs
Jim D. Morris Center**

**Project Budget
\$650,000.00**

A contract was signed with Structural Engineering Associates, Inc. for services in conjunction with the south wall exterior repairs. The fixed fee for the consultant's work is \$18,250.00. This project is being funded by the Morris Center South Wall budget.

April 4, 2016

**Relocate Bus Stop Shelter
Glass Hall**

**Project Budget
\$66,000.00**

A change order was signed with DeWitt & Associates, Inc. in the amount of \$5,429.46. This is the first change order on this project. Work added under this change order provides a new branch circuit for the relocated bus stop shelter. The contract amount will be increased to \$54,929.46 and thirty calendar days will be added to the contract completion date. This project is being funded by the Transit System budget.

April 8, 2016

**Renovation of the Dietetics Kitchen
Professional Building**

**Project Budget
\$410,000.00**

A contract was signed with Esterly, Schneider & Associates, Inc. for services in conjunction with the renovation of the dietetics kitchen. The fixed fee for the consultant's work is \$29,900.00. This project is being funded by the Health and Human Services Administrative - Operating budget.

April 13, 2016

**2016 ADA Improvements
Springfield Campus**

A contract was signed with Esterly, Schneider & Associates, Inc. for services in conjunction with the accessible improvements on the Springfield campus. The hourly not-to-exceed fee for the consultant's work is \$49,500.00. This project is being funded by the FY16 ADA Improvements budget.

April 15, 2016

**Chiller Repairs on the Springfield Campus
Campus Utilities**

**Project Budget
\$20,000.00**

A proposal was received for chiller maintenance at Woods House, Wells House, John Q. Hammons Student Center, and Duane G. Meyer Library on the Springfield campus. Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Cooperative Purchasing Network Contract. A notice to proceed was issued to Trane U.S. Inc. in the amount of \$13,036.00.

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$ 0.00
Construction Contracts	13,036.00
Project Administration	1,200.00
Construction Contingency	5,764.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
Total Project Budget	\$20,000.00

This project is being funded by the Utilities Maintenance – Chilled Water Maintenance budget.

April 18, 2016

**Renovation and Addition
Glass Hall**

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

A change order was signed with Dewitt & Associates, Inc. in the amount of \$81,129.47. This is the third change order on this project. Work added under this change order reworks the layout in room 236 and adds structural steel bracing to the existing stair tower walls. The contract amount will be increased to \$26,122,725.00. This project is being funded by the Glass Hall Renovation and Addition budget.

April 20, 2016

**Re-Roof Section A
Professional Building**

**Project Budget
\$350,000.00**

A proposal was received on April 8, 2016 for a roof replacement on the northwest section of the Professional Building. Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Educational and Institutional (E&I) Cooperative Contract. Following the April Board of Governors' Executive Committee meeting, a notice to proceed was issued to Tremco Incorporated (WTI) in the amount of \$276,559.45. This project is being funded by the Professional Building Roof budget.

**Repairs to Gutters and Parapet
Strong Hall**

**Project Budget
\$300,000.00**

A proposal was received on April 5, 2016 for the repair and replacement of the gutters and parapet at Strong Hall. Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Educational and Institutional (E&I) Cooperative Contract. Following the April Board of Governors' Executive Committee meeting, a notice to proceed was issued to Tremco Incorporated (WTI) in the amount of \$241,620.40. This project is being funded by the Strong Hall Gutter Repair budget.

April 27, 2016

**Install Blinds
Pummill Hall**

**Project Budget
\$1,900.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$1,614.83. This project was issued under the FY16 Job Order Contracting Services agreement. Work under this project installs blinds in several rooms in Pummill Hall.

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$ 0.00
Construction Contracts	1,614.83
Project Administration	0.00
Construction Contingency	285.17
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
Total Project Budget	\$1,900.00

This project is being funded by the Social Work - Operating budget.

**Acoustic Improvements, Carrie's Café
Pummill Hall**

**Project Budget
\$26,500.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$20,930.36. This project was issued under the FY16 Job Order Contracting Services agreement. Work under this project installs sound absorbing disks on the ceiling and includes minor electrical changes.

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$ 3,700.00
Construction Contracts	20,930.36
Project Administration	0.00
Construction Contingency	1,869.64
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
Total Project Budget	\$26,500.00

This project is being funded by the College of Natural and Applied Sciences Reserves budget.

MISSOURI STATE UNIVERSITY

III.F.1.

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Ronald Del Vecchio	Director Darr School of Agriculture Professor with Tenure Agriculture (12-month appointment)	\$137,000 annually	08/01/16
Faith Benzer	Assistant Professor Art & Design	\$52,000 annually	08/15/16
Lisa Brescia	Assistant Professor Theatre & Dance	\$52,000 annually	08/15/16
Evan Frodermann	Assistant Professor Physics, Astronomy & Mat. Sciences	\$57,500 annually	08/15/16
Latoya Kissoon-Charles	Assistant Professor Biology	\$56,000 annually	08/15/16
Luciane L. Maimone	Assistant Professor Modern & Classical Languages	\$52,000 annually	08/15/16
Tuesda S. Roberts	Assistant Professor Reading, Foundations & Technology	\$55,000 annually	08/15/16
Andrew D. Twibell	Assistant Professor Media, Journalism & Film	\$52,000 annually	08/15/16
Marc S. Willey	Assistant Professor Occupational Therapy	\$78,000 annually	08/15/16
Debra S. Finn	Assistant Professor Biology	\$56,000 annually	01/09/17

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Charles Hoogland	Instructor	\$41,000	08/15/16
	Psychology	annually	05/19/17
Lori Peterson	Visiting Assistant Professor	\$110,000	08/15/16
	Management	annually	05/19/17

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Timothy Brock	Assistant Professor	05/13/16
	Geography, Geology & Planning	
Corey Fox	Assistant Professor	05/13/16
	Management	
Alexander Jorgensen	Visiting Instructor	05/13/16
	Political Science	
Julia Troche	Instructor	05/13/16
	History	
Lynne Schenk	Clinical Instructor	06/30/16
	Communication Sciences & Disorders	
	(12-month appointment)	

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stanley R. Adamson	Associate Professor	05/13/16
	Finance & General Business	

Academic Personnel Board Actions, cont'd.

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Lynn Borich	Senior Instructor Communication	05/13/16
Robert L. Norton	Professor Modern & Classical Languages	05/13/16
Paul A. Rollinson	Professor Geography, Geology & Planning	05/13/16
Lorene H. Stone	Professor Sociology & Anthropology	05/13/16
Susan S. Sims-Giddens	Professor Nursing (12-month appointment)	07/31/16
Mary J. Oswalt	Clinical Professor Communication Sciences & Disorders (12-month appointment)	09/30/16
Kathryn L. Hope	Department Head Nursing Professor Nursing (12-month appointment)	12/31/16

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Serdar Poyraz	Visiting Assistant Professor History	05/13/16
Danita A. Todd	Clinical Instructor Nursing	05/13/16

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sara Henary	Assistant Professor Political Science	08/15/16 05/19/17

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Tracy L. Stout	From: Associate Professor Library \$53,900 annually (12-month appointment) To: Associate Professor (Head of Research & Instructional Services) Library \$64,000 annually (12-month appointment)	Change of Status	07/01/16
Frank A. Einhellig	Provost/Chancellor-Mtn Grove Office of the Provost From: \$221,326 annually To: \$225,753 annually	Reappointment & Salary Adjustment	07/01/16
Roberta J. Aram	From: Professor Childhood Ed. & Family Studies To: Faculty Emeritus Childhood Ed. & Family Studies	Change of Status	08/01/16
Christina M. Biava	From: Professor English To: Faculty Emeritus English	Change of Status	08/01/16
John Chuchiak	Director Honors College Professor History	Continuation of Appointment	08/01/16 05/31/17
John Chuchiak	Professor History From: \$73,558 annually To: \$78,558 annually	Salary Adjustment	08/01/16

Academic Personnel Board Actions, cont'd.

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Robert I. Egbert	From: Professor Cooperative Engineering To: Faculty Emeritus Cooperative Engineering	Change of Status	08/01/16
Martha Finch	From: Professor Religious Studies To: Faculty Emeritus Religious Studies	Change of Status	08/01/16
Kartik Ghosh	Professor Physics, Astronomy & Mat. Sciences From: \$77,942 annually To: \$82,942 annually	Salary Adjustment	08/01/16
Christopher J. Herr	From: Department Head Theatre & Dance \$91,620 annually (12-month appointment) To: Professor Theatre & Dance \$72,000 annually (9-month appointment)	Change of Status	08/01/16
Richard Neumann	From: Senior Instructor English To: Faculty Emeritus English	Change of Status	08/01/16
William Piston	Professor History From: \$72,395 annually To: \$77,935 annually	Salary Adjustment	08/01/16
Reza Sedaghat-Herati	Professor Chemistry From: \$80,105 annually To: \$85,105 annually	Salary Adjustment	08/01/16

Academic Personnel Board Actions, cont'd.

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Susan S. Sims-Giddens	From: Professor Nursing To: Faculty Emeritus Nursing	Change of Status	08/01/16
Lorene Stone	From: Professor Sociology & Anthropology To: Faculty Emeritus Sociology & Anthropology	Change of Status	08/01/16
Xingping Sun	Professor Mathematics From: \$78,044 annually To: \$83,044 annually	Salary Adjustment	08/01/16
Kristene Sutliff	From: Professor English To: Faculty Faculty Emeritus	Change of Status	08/01/16
Lynn Borich	From: Senior Instructor Communication To: Faculty Emeritus Communication	Change of Status	08/01/16

REAPPOINTMENTS:

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

COLLEGE OF BUSINESS

Department of Management

Michal Dale	Instructor
Dana Frederick	Instructor
Michael Merrigan	Clinical Assistant Professor

Department of Marketing

Sherry J. Cook	Senior Instructor
Courtney Pham	Senior Instructor
Carly Pierson	Instructor

Department of Technology & Construction Management

Nancy Asay	Senior Instructor
David S. Joswick	Senior Instructor
Jacob A. Nelson	Instructor
Marciann Patton	Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Ed. & Family Studies

Candace S. Fairbairn	Clinical Assistant Professor
Cynthia L. Freeman	Instructor
Vickie L. Haynes	Instructor
Cynthia A. McMeley	Instructor
Debra A. Price	Instructor
Kimberly J. Roam	Clinical Instructor
Melissa J. Schotthofer	Instructor
Cara L. Smith	Instructor
Myrna L. Walker	Clinical Instructor

Department of Counseling, Leadership & Special Education

Amelia M. Chenoweth	Instructor
Marci B. Dowdy	Senior Instructor
Michael E. Goeringer	Clinical Instructor
Nate E. Quinn	Instructor
Shari L. Scott	Instructor
Rebecca J. Smotherman	Instructor

COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Hillary Mayes	Instructor (07/01/2016 – 06/30/2017)
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Department of Physician Assistant Studies

Sharon K. Giboney	Clinical Assistant Professor (07/01/2016 – 06/30/2017)
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COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Center for Archaeological Research

Neal H. Lopinot

Director/Research Professor
(07/01/2016 – 06/30/2017)

Jack H. Ray

Assistant Director/Asst. Research
Professor
(07/01/2016 – 06/30/2017)

Department of Criminology & Criminal Justice

Diane M. Leamy

Senior Instructor

Andrew Purvis

Instructor

Paula K. Rector

Senior Instructor

Caryn E. Saxon

Instructor

Ivy V. Yarckow-Brown

Senior Instructor

Department Defense & Strategic Studies

Andrei Y. Shoumikhin

Instructor

Department of Economics

Scott E. Bloom

Instructor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Laura M. Bowe

Senior Instructor

Myra K. Hughes

Instructor

DARR SCHOOL OF AGRICULTURE

William Boyer

Instructor
(07/01/2016 – 06/30/2017)

Christine E. Sudbrock

Instructor
(07/01/2016 – 06/30/2017)

Susan Webb

Senior Instructor
(07/01/2016 – 06/30/2017)

Vote: _____ Yea
 _____ Nay

COMMENTS:

Ronald P. Del Vecchio, Director, Darr School of Agriculture & Professor with Tenure

Ph.D. Texas A & M University, 1989
M.S. Texas A & M University, 1986
B.S. University of Rhode Island, 1982

Experience: 2015 – present, Professor, University of Minnesota, Crookston, Minnesota; 2004 – present, Adjunct Professor, University of Minnesota; 2008 – 2015, Professor & Department Head, University of Minnesota; 2003 – 2008, Professor & Department Head, University of Minnesota; 1998 – 2003, Professor, Louisiana State University, Baton Rouge, Louisiana; 1992 – 1997, Research Scientist, Agriculture & Agri-Food Canada Research Center, Brandon, Manitoba; 1995 – 1997, Instructor, Assiniboine Community College, Brandon, Manitoba; 1991 – 1992, Postdoctoral Research Associate, Louisiana State University; 1989 – 1991, Postdoctoral Research Associate, Virginia Tech. University, Blacksburg, Virginia.

Faith Benzer, Assistant Professor, Art & Design

Ed.D. Arizona State University, 2000
M.A. California State University, 1996
M.A. Long Beach State University, 1996
B.F.A. Dokuz Eylul University, 1992

Experience: 2011 – present, Assistant Professor, University of Minnesota, Duluth, Minnesota; 2004 – 2011, Assistant Professor, South Dakota State University, Brookings, South Dakota; Summer 2007, Assistant Professor, King's College, London, United Kingdom; 2000 – 2003, Assistant Professor, Mustafa Kemal University, Izmir, Turkey; 1999 – 2000, Assistant Editor, Arizona State University, Tempe, Arizona; 1997 – 1999, Instructor, Arizona State University.

Lisa Brescia, Assistant Professor, Theatre & Dance

M.F.A. George Washington University, 2014
B.A. Empire State College, 2008

Experience: Founder & Head Teacher, The Actor's Playgroup; Acting & Voice Classes/Lessons (Master Classes & Private); GET REAL; Broadway Training Center; Guest Lecturer and Coach, Case Western Reserve MFA; Master Teacher, CPH College; Director of Ogunquit Playhouse Cabaret; Master Classes (Acting), George Washington University, Henry & Emory College.

Evan Frodermann, Assistant Professor, Physics, Astronomy & Material Sciences

Ph.D. The Ohio State University, 2008
M.S. The Ohio State University, 2005
B.A. St. Olaf College, 2002

Experience: 2012 – 2014, Lecturer, University of Minnesota, St. Paul, Minnesota; 2010 – 2012, Teaching Specialist/Lecturer, University of Minnesota; 2003 & 2007, The Ohio State University, Columbus, Ohio; 2009, Substitute Lecturer, University of Minnesota.

La Toya T. Kissoon-Charles, Assistant Professor, Biology

Ph.D. North Dakota State University, 2012
B.A. Concordia College, 2005

Experience: 2012 – present, Instructor, North Dakota State University, Fargo, North Dakota; 2010 – 2014, Mentor, North Dakota State University; 2008 – 2010, Teaching Assistant, North Dakota State University; 2007, Mentor, North Dakota State University.

Luciane L. Maimone, Assistant Professor, Modern & Classical Languages

Ph.D. Georgetown University, ABD
M.S. Georgetown University, 2012
B.Arch. Pontificia Universidade, 1996

Experience: 2005 – present, Freelancer Translator; 2005 – 2015, Freelance Teacher of Portuguese as a Foreign Language; Fall 2015, Per Course Faculty, Missouri State University; 2012 – 2015, Georgetown University, Washington, D.C.; 2012 – 2013, Language Testing Item Writer; 2005 – 2007, Teacher of English as a Foreign Language; 2000 – 2005, Urban Planner, City Government of Maringá..

Tuesda S. Roberts, Assistant Professor, Reading, Foundations & Technology

Ph.D. Michigan State University, 2015
M.A. New York University, 2003
B.A. University of North Carolina, 2001

Experience: 2012 – 2014, Graduate Teaching Assistant, Michigan State University, Lansing, Michigan; 2013 – 2014, Graduate Teaching Assistant, Michigan State University; 2007 – 2010, Instructor & Academic Advisor, Department of Language & Literature; 2007, Adjunct Spanish Instructor, Johnson C. Smith University, Charlotte, North Carolina.

Andrew Twibell, Assistant Professor, Media, Journalism & Film

M.F.A. Florida State University, 2009

B.S. Missouri State University, 2006

Experience: 2013 – present, Instructor, Missouri State University, Springfield, Missouri; 2010 – 2013, Production/Post-Production Crew, Freelance, Elephant Productions, Austin Texas; 2010 – 2013, Television Broadcast Staff, Elephant Productions, Austin, Texas; 2008, Intern, Red Hills Motion Picture Releasing Company, Tallahassee, Florida.

Marc S. Willey, Assistant Professor, Occupational Therapy

Ph.D. University of Arkansas, 1999

M.O.T. Texas Woman's University, 1985

B.S. Austin State University, 1982

Experience: 2011 – present, Associate Professor, University of Central Arkansas, Conway, Arkansas; 1994 – 2011, Assistant Professor, University of Central Arkansas; 2001 – 2003, Faculty Member, Rocky Mountain University, Provo, Utah; 1992 – 1994, Assistant Professor, University of Texas Health Science Center, San Antonio, Texas; 1991 – 1992, Chief - Hand Therapy Clinic, St. Joseph Regional Medical Center, Lewiston, Idaho; 1987 – 1991, Chief – Hand Occupational Therapy Clinic, Heidelberg, Germany.

Debra S. Finn, Assistant Professor, Biology

Ph.D. Colorado State University, 2006

M.S. Colorado State University, 2000

B.S. University of Texas, 1995

Experience: 2014 – 2015, Mentor and Advisor for University of Cuenca & Universidad San Francisco de Quito; 2014, Guest Instructor, Universidad San Francisco de Quito; 2013 – 2014, Instructor, Linn-Benton Community College, Albany, Oregon; 2012, Instructor, Oregon State University, Corvallis, Oregon; 2011, Instructor, University of Birmingham; 2009, External European Examiner, University of Barcelona; 2007, 2008, Guest Lecturer, Oregon State University; 2005, 2003, 2002 & 2000 Guest Lecturer, Colorado State University, Fort Collins, Colorado. 1997 – 2005, Graduate Teaching Assistant, Colorado State University.

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 22, 2016 through December 16, 2016.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Collins, Daisy	Reading Foundations & Technology	\$2,445.00
Miller, Myra	Management	\$3,300.00
Turner, Melissa	Management	\$3,000.00

ADDENDUM B

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amberg III, Richard	Media, Journalism & Film	\$4,029.75
Ampleman, James	Management	\$3,000.00
Ashcroft, Paul	Accountancy	\$9,395.00
Barber, Sarah	Communication Sciences & Disorders	\$1,236.00
Barnett, Helen	College of Hum & Pub Affairs	\$2,502.00
Barreda, Albert	Hospitality & Restaurant	\$6,000.00
Bauman, Isabelle	Communication	\$9,172.38
Baumlin, James	English	\$6,475.00
Behzadan, Amir	Technology & Construction Mgmt	\$10,000.00
Bergant, Amy	Modern & Classical Languages	\$2,448.00
Biswas, Mahua	Physics, Astronomy & Mat. Sciences	\$6,000.00
Black, Alice	Geography, Geology & Planning	\$20,769.00
Borich, Michael	Media, Journalism & Film	\$2,754.00
Botsford, Diana	Media, Journalism & Film	\$2,754.00
Brown, Robert	Mathematics	\$2,757.84
Burge, Sara	English	\$5,780.00
Buyurgan, Nebil	Technology & Construction Mgmt	\$10,000.00
Byrd, Sandra	Accountancy	\$18,242.00
Cadle, Lanette	English	\$9,154.00
Capeci, Dominic	History	\$6,266.00
Chaston, Joel	English	\$5,411.00
Corcoran, William	Geography Geology & Planning	\$9,430.00
Czyzniewski, Michael	English	\$7,905.00
Dalton, Tracy	English	\$3,147.00
Goodwin, David	Geography, Geology & Planning	\$7,150.00
Hammond, Michael	Accountancy	\$4,000.00
Harris, Shawn	Accounting	\$3,999.99
Harrison, Glenda	College of Hum & Pub Affairs	\$2,754.00
Herring, Sean	College of Arts & Letters	\$2,754.00
Herring, Tara	Biology	\$3,150.00
Hines, Christopher	Accountancy	\$8,912.00
Hines, James	Accountancy	\$3,375.00
Hoovens, James	Marketing	\$3,000.00
Howard, Amber	Reading Foundations & Technology	\$1,630.00
Huang, Shyang	Physics, Astronomy & Mat. Sciences	\$10,949.00

Academic Personnel Board Actions, cont'd.

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Iantria, Linnea	Geography, Geology & Planning	\$3,732.00
Jean Charles, Alex	Reading Foundations & Technology	\$3,000.00
John, Judith	English	\$5,157.00
Jutla, Rajinder	Geography, Geology & Planning	\$5,248.00
Keller, Carl	Accountancy	\$18,586.00
Larson, Deborah	Media, Journalism & Film	\$4,471.00
Lewis, Kayla	Reading Foundations & Technology	\$3,000.00
Maddox, R. Paul	Counseling, Leadership & Special Ed.	\$3,000.00
Masterson, Gerald	Graduate College	\$6,085.00
Michelfelder, Breanna	Geography Geology & Planning	\$3,432.00
Miller, Myra	Management	\$3,300.00
Morris, Eric	Communication	\$5,912.00
Moser, Linda	English	\$9,898.00
Oden, Debra	Accountancy	\$16,794.00
Olson, Stevan	Accountancy	\$16,222.00
Patterson, Jane	Finance & General Business	\$3,999.99
Pavlowsky, Robert	Geography, Geology & Planning	\$6,026.00
Plavchan, Peter	Physics, Astronomy & Mat. Sciences	\$12,667.00
Prescott, John	Music	\$4,120.00
Reece, Lisa	Chemistry	\$4,000.00
Reed, Michael	Physics, Astronomy & Mat. Sciences	\$20,919.00
Reid, Leslie	Mathematics	\$9,737.00
Rogers, Lori	English	\$3,050.00
Rose, John	Defense & Strategic Studies	\$6,125.00
Schmelzle, George	Accountancy	\$17,912.00
Senger, Steven	Mathematics	\$5,995.00
Smith, Joshua	Biomedical Sciences	\$3,231.00
Smith, Susan	Political Science	\$2,799.99
Stacy, William	Music	\$2,448.00
Stout, Michael	Sociology & Anthropology	\$4,750.00
Sun, Xingping	Mathematics	\$8,672.00
Templeton, Kelly	Theatre & Dance	\$2,601.00
Trachtenberg, David	Defense and Strategic Studies	\$3,399.99
Trobisch, Stephen	Modern & Classical Languages	\$1,500.00
Tucker, Timothy	Geography Geology & Planning	\$5,148.00
Turner, John	English	\$6,742.00
Turner, Melissa	Management	\$3,000.00
Twibell, Andrew	Media, Journalism & Film	\$3,487.00
Van Ornum, Kimberly	Mathematics	\$2,757.84
Verbanaz, Nina	History	\$2,754.00
Walker, Alicia	Sociology & Anthropology	\$6,000.00

Academic Personnel Board Actions, cont'd.

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Wooden, Shannon

English

\$8,713.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amberg, Lucie	Media, Journalism & Film	\$4,896.00
Amidon, Ethan	Criminology & Criminal Justice	\$4,734.00
Anderson, Wayne	Finance & General Business	\$2,537.00
Barnett, Cindi	First Year Programs	\$2,400.00
Bellis, Jim	First Year Programs	\$2,400.00
Bennett, Jessica	First Year Programs	\$2,400.00
Bridges, Phil	First Year Programs	\$2,400.00
Bunn, Roger	First Year Programs	\$2,400.00
Carson, Ed	First Year Programs	\$2,400.00
Clark, Sara	First Year Programs	\$2,400.00
Cope, Megan	Management	\$3,000.00
Cornelius-White, Jeffrey	First Year Programs	\$3,200.00
Cox, Nora	First Year Programs	\$2,400.00
Culver, Victoria	First Year Programs	\$2,400.00
Cutright, Joyce	Agriculture	\$700.00
Dillon, Randy	First Year Programs	\$3,200.00
Dubinsky, Julie	Finance & General Business	\$3,300.00
	Management	\$3,000.00
Durham, Paul	Biology	\$3,600.00
Easter, Lauren	First Year Programs	\$2,400.00
Eisenhauer, Isabel	First Year Programs	\$2,400.00
Euglow, Todd	First Year Programs	\$2,400.00
Fox, Daniel	First Year Programs	\$2,400.00
Francka, Samantha	First Year Programs	\$2,400.00
Franklin, Thomas	First Year Programs	\$2,800.00
Frizell, Michael L.	First Year Programs	\$2,400.00
Gale, Crystal	First Year Programs	\$2,800.00
Garland, Brett	Criminology & Criminal Justice	\$17,785.00
Garland, Diana	First Year Programs	\$2,400.00
Gebken, Richard	Technology & Construction Mgmt	\$6,185.00
Grosso, Karen	First Year Programs	\$2,400.00
Hass, Aida	Criminology & Criminal Justice	\$11,215.00
High, Brian	First Year Programs	\$2,400.00
Hill, Julie	First Year Programs	\$2,400.00
Hornberger, Robert	Management	\$3,300.00
Hubbard, Kevin	Technology & Construction Mgmt	\$6,120.00

Academic Personnel Board Actions, cont'd.

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Hughes, Joseph	Modern & Classical Languages	\$1,000.00
Ice, Whitney	Theatre & Dance	\$1,925.00
Johnson, Alex	First Year Programs	\$2,400.00
Jones, A'dja	First Year Programs	\$2,400.00
Jones, Martin	Technology & Construction Mgmt	\$5,935.00
Kyle, Jerri	First Year Programs	\$4,800.00
Laws, Bethany	First Year Programs	\$2,400.00
Leamy, Diane	Criminology & Criminal Justice	\$7,056.00
Leonard, Erin	First Year Programs	\$2,400.00
Loge, Jana	Reading Foundations & Technology	\$2,445.00
Mantie-Kozlowski, Alana	First Year Programs	\$2,800.00
Martin, Galen	First Year Programs	\$2,400.00
Martindale, Susan	First Year Programs	\$2,400.00
McCarthy, Bernard	Criminology & Criminal Justice	\$7,159.00
Mendez, Joanna	First Year Programs	\$2,400.00
Meraz, Juan	First Year Programs	\$2,400.00
Moore, Rob	First Year Programs	\$2,400.00
Morton, Carla	First Year Programs	\$2,400.00
Noland, Michelle	First Year Programs	\$2,400.00
Nordyke, Katherine	First Year Programs	\$2,400.00
Overmyer, Allison	First Year Programs	\$2,400.00
Parnell, Patrick	First Year Programs	\$2,400.00
Parrish, Erin	First Year Programs	\$2,400.00
Patterson, Paula	First Year Programs	\$2,800.00
Paxton, Mark	First Year Programs	\$3,200.00
Pearman, Cathy	First Year Programs	\$3,200.00
Price, Melissa	First Year Programs	\$2,400.00
Rebaza-Vasquez, Jorge	Mathematics	\$6,138.00
Rector, Paula	Criminology & Criminal Justice	\$6,996.00
Reed, Jerilyn	First Year Programs	\$2,400.00
Reed, Ryan	First Year Programs	\$2,400.00
Remley, Melissa	First Year Programs	\$2,400.00
Richter, Mark	First Year Programs	\$6,400.00
Robertson, Jessica	First Year Programs	\$2,400.00
Roessler, Kate	First Year Programs	\$2,400.00
Ross, Jaime	First Year Programs	\$2,400.00
Rost, Ann	Psychology	\$605.00
Rowe, Roberta	Communication	\$1,056.00
Russell, Chelsea	Theatre & Dance	\$1,485.00
Ryan, Ashley	First Year Programs	\$2,400.00

Academic Personnel Board Actions, cont'd.

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Saxon, Caryn	Criminology & Criminal Justice	\$3,192.00
	First Year Programs	\$2,400.00
Schilla, Travis	First Year Programs	\$2,400.00
Scott, Shari	First Year Programs	\$2,400.00
Shepard, Jason	Sociology & Anthropology	\$2,246.00
Spaulding, Cynthia	First Year Programs	\$2,400.00
Stagner, Kimberly	First Year Programs	\$2,400.00
Suttmoller, Michael	Criminology & Criminal Justice	\$9,467.00
Turner, John	First Year Programs	\$2,400.00
Van Landuyt, Cathryn	Computer Information Systems	\$1,815.00
Webb, Susan	First Year Programs	\$2,400.00
Weber, Terry	First Year Programs	\$2,400.00
Whitmire, Laura	First Year Programs	\$2,400.00
Wilhelm, Paula	Management	\$3,000.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$6,769.00
Ziegler, Raeleen	First Year Programs	\$2,400.00

ADDENDUM D

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Jansen, Daneil	First-year Programs	\$2,616.00
Reid, Sarah	Sociology & Anthropology	\$2,150.00
Rentz, Shannon	Geography, Geology & Planning	\$2,150.00

MISSOURI STATE UNIVERSITY

III.F.2.

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Daniel W. Feind	Senior Broadcast Engineer, Radio & TV Broadcast Services	34	\$53,352 annually	05/02/16
Michelle Gavel	Academic Services Coordinator TRIO Upward Bound	43	\$39,500 annually	05/02/16
John A. Banion	Senior Buyer Procurement Services	44	\$52,000 annually	05/04/16
Benjamin Orłowski	Assistant Teacher Child Development Center	40	\$20,155 annually	05/09/16
KaSandra K. Tindle	Custodian I Custodial Services	21	\$20,155 annually	05/09/16
Choompoonoot Knight	Customer Service Manager Office of Admissions	41	\$29,534 annually	05/16/16
Mindi M. McCoy	Academic Administrative Assistant II Childhood Ed. & Family Studies	12	\$26,208 annually	05/16/16
Ashley R. Reece	Title IX Investigator Office of the President	43	\$50,500 annually	05/23/16
Chrystal D. Irons	Director Small Business Technology Development Center	45	\$65,000 annually	05/25/16

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Stephanie J. Turek	ODS/EDW Database Analyst Computer Services	04/29/16
Jonathan Talley	Director Adult Non-Traditional Student Resources Adult Student Services	05/06/16
Khushboo Hemnani	Microbiology Lab Coordinator Biology	05/13/16
Kristy M. Teague	Executive Assistant II College of Health & Human Services	05/20/16
Ciara Newsome	Residence Hall Director Residence Life, Housing & Dining Services	05/27/16
Emily Norris	Instructional Design & Education Specialists School of Social Work	05/31/16
Dominiece T. Hoelyfield	Assistant Director – Coordinator LGBT Student Services Multicultural Programs	06/09/16
Deborah Penn	Director, Dual Credit Program Dual Credit	06/30/16
Jonathan J. Bell	Residence Hall Director Residence Life, Housing & Dining Services	07/15/16

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Karen R. Willde	Public Safety Parking Control Attendant Safety & Transportation	04/29/16
Phyllis A. Kenney	Accounting Technician Financial Services	05/27/16
David J. Yurchak	Senior Buyer Procurement Services	05/31/16

Jay L. Huff Assistant Director 07/31/16
 Safety & Transportation

Kent D. Thomas Assistant VP International Programs 07/31/16
 Director of International Recruitment
 International Programs

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Peter Badovinac	Assistant Coach Intercollegiate Athletics From: \$40,720 annually To: \$50,000 annually	Salary Adjustment	02/01/16
Kenji L. Jackson	Assistant Coach Intercollegiate Athletics From: \$40,720 annually To: \$50,000 annually	Salary Adjustment	02/01/16
Christian M. Morton	Assistant Coach Intercollegiate Athletics From: \$55,990 annually To: \$59,966 annually	Salary Adjustment	02/01/16
Munir A. Prince	Assistant Coach Intercollegiate Athletics From: \$43,720 annually To: \$50,000 annually	Salary Adjustment	02/01/16
Marcus A. Yokeley	Assistant Coach Intercollegiate Athletics From: \$86,530 annually To: \$90,506 annually	Salary Adjustment	02/01/16
Donald R. Hendrickson	From: System Administrator Advancement Services To: Advancement Applications & Data Analyst Advancement Services	Title Change	04/01/16

Non-academic Personnel Board Actions, cont'd.

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Karen S. Neal	<p>From: System Administrator Advancement Services</p> <p>To: Advancement Applications & Data Analyst Advancement Services</p>	<p>Title Change</p>	04/01/16
Dandan Liu	<p>From: China Operations Specialist Research & Economic Development & China Programs GR 42, \$43,184 annually</p> <p>To: China Operations & Instruction Specialist Research & Economic Development & China Programs GR 43, \$47,000 annually</p>	<p>Reclassification & Salary Adjustment</p>	05/01/16
Richard L. Britton	<p>From: Custodian I Custodial Services</p> <p>To: Custodian I Residence Life, Housing & Dining Services</p>	Transfer	05/02/16
Kristie A. Reynolds	<p>From: Coordinator CASL Special Projects Citizenship & Service Learning GR 42, \$32,576 annually</p> <p>To: Research Analyst Institutional Research GR 42, \$36,485 annually</p>	<p>Change of Status & Salary Adjustment</p>	05/02/16
Jamie Ross	<p>From: Academic Advisor-Marketing Recruitment & Retention Specialist Adult Student Services GR 42, \$38,611 annually</p> <p>To: Interim Director Adult Student Services GR 42, \$38,611 annually (\$1,261 monthly supplemental)</p>	<p>Change of Status</p>	<p>05/02/16 12/31/16</p>

Non-academic Personnel Board Actions, cont'd.

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Cynthia M. Warnow	From: Administrative Assistant III Student Engagement GR 13, \$31,240 annually To: University Operator Networking & Telecommunications GR 11, \$30,243 annually	Change of Status	05/02/16
Nicki Donnelson	From: Public Relations Specialist University Communications GR 42, \$36,532 annually To: Assistant Director University Communications GR 43, \$44,000 annually	Promotion	05/16/16
Katie A. Colip	Form: Interim Coordinator – Residence Life – Student Success Initiatives Residence Life, Housing & Dining Services GR 43, \$35,000 annually To: Coordinator – Residence Life – Student Success Initiatives Residence Life, Housing & Dining Services GR 43, \$40,000 annually	Change of Status	06/01/16
Nancy A. Copeland	From: Collection Coordinator Financial Services To: Staff Emeritus Financial Services	Change of Status	06/01/16
Kymmee S. Cunningham	Residence Hall Night Host/Hostess Residence Life, Housing & Dining Services	Extension of Appointment	06/01/16 07/31/16
David Yurchak	From: Senior Buyer Procurement Services To: Staff Emeritus Procurement Services	Change of Status	06/01/16

Non-academic Personnel Board Actions, cont'd.

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Jeff Williams	Research Specialist Biology	Continuation of Appointment	07/01/16 06/30/17
Kent D. Thomas	From: Assistant VP International Programs Director of International Recruitment International Programs To: Chancellor Emeritus West Plains	Change of Status	08/01/16

Vote: _____ Yea
_____ Nay

MISSOURI STATE UNIVERSITY

III.F.3.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic employees, as itemized below, are effective July 1, 2016.

Academic Faculty

<u>Name</u>	<u>Department</u>	<u>Title</u>	<u>New Salary</u>
Ackerson, Amy	Instructor	WP Allied Health Division	\$53,010
Adams, David	Assoc Professor	Library	\$88,962
Albaugh, Rickey	Clinical Asst Professor	Biomedical Sciences	\$134,987
Allen, Rebecca	Instructor NT	Biomedical Sciences	\$47,101
Arthaud, Tamara	Department Head	Counsel. Lead. & Special Ed.	\$83,717
Beckham, Tracy	Asst Prgm Dir Nurse Anesth.	Biomedical Sciences	\$145,370
Beckman, Daniel	Professor	College of Natl & App Science	\$79,746
Bennett, Jessica	Asst Professor	Library	\$42,573
Berkwitz, Stephen	Department Head	Religious Studies	\$93,205
Biggs, Mark	Assoc Dean	College of Arts & Letters	\$105,217
Blackmon, W	Department Head	English	\$102,537
Bobbitt-Boyce, Edith	Clinical Asst Professor	Comm. Sciences & Disorders	\$65,752
Boehne, Tara	Clinical Asst Professor	Occupational Therapy	\$79,572
Boyer, William	Instructor NT	Agriculture	\$42,840
Bray, William	Department Head	Mathematics	\$123,267
Breault, Donna	Professor	College of Education	\$94,803
Breyfogle, Bryan	Department Head	Chemistry	\$108,912
Brown, David	Professor	Childhood Ed & Family Studies	\$93,954
Brown, Kenneth	Department Head	Economics	\$134,987
Brown, Orville	Associate Dean	College of Education	\$103,082
Cahoj, Patricia	Asst Professor	Physical Therapy	\$93,301
Callahan, Richard	Department Head	Tech. & Construction Mgmt	\$137,065
Canales, Roberto	Professor	Physician Assistant Studies	\$105,280
Capps, Steven	Dir Learning Diagnostic Ctr	Learning Diagnostic Clinic	\$70,147
Chakraborty, Sapna	Department Head	Occupational Therapy	\$99,434
Chesman, Jeremy	Professor	Music	\$73,945
Cleveland, Tracy	Associate Professor	Physician Assistant Studies	\$85,307
Cline, Lynn	Professor	Library	\$96,061
Combs, Julia	Department Head	Music	\$115,844
Connor, George	Department Head	Political Science	\$107,502
Cook, Jeanne	Department Head	Physical Therapy	\$104,534
Cornelison, David	Department Head	Physics Astronomy & Mat. Sci.	\$124,142
Coulter, Ronald	Department Head	Marketing	\$137,065
Cron, Deborah	Clinical Professor	Comm. Sciences & Disorders	\$76,308
Daniel, Todd	Instructor NT	Statistics Institute	\$49,509
Day, Michele	Dir Sch of Social Work	Social Work	\$98,644
Deal, William	Asst Dir Learning Diag Ctr	Learning Diagnostic Clinic	\$70,483
Dodge, Steven	Department Head	Physician Assistant Studies	\$109,162
Dogwiler, Toby	Department Head	Geography Geology & Planning	\$112,178
Duitsman, Dalen	Dir Ozarks Public Health Inst	CHHS-Master of Public Health	\$96,936
Duncan, Janice	Dir Greenwood Lab School	Greenwood Lab School	\$98,533

Edgar, William	Clinical Assoc Professor	Library	\$80,335
Engler, Karen	Clinical Professor	Comm. Sciences & Disorders	\$78,351
Feeney, Sylvia	Program Dir Nurse Anesthesia	Biomedical Sciences	\$161,252
Franklin, Keri	Director, Assessment	Assessment	\$95,283
Giboney, Sharon	Clinical Asst Professor	Physician Assistant Studies	\$79,551
Green, Aimee	Crd Clin Ed Resp Therapy WP	WP Allied Health Division	\$54,825
Hackney, James	Associate Professor	Physical Therapy	\$94,523
Hauschildt, Shannon	Asst Professor	Physician Assistant Studies	\$76,500
Hein, Stephanie	Department Head	Hospitality & Restaurant Admin	\$116,401
Hetzler, Tona	Department Head	Sports Med. & Athletic Training	\$117,672
Hope, Kathryn	Department Head	Nursing	\$119,975
Ioannides, Dimitri	Instructor NT	Geography Geology & Planning	\$23,972
Jolley, Jason	Department Head	Modern & Classical Languages	\$93,205
Jones, Robert	Professor	Psychology	\$89,455
Kaps, Martin	Research Professor	Agriculture-Mtn Grv Campus	\$90,227
Kennedy, Kathleen	Department Head	History	\$109,270
Kerr, Jennifer	Clinical Asst Professor	Comm. Sciences & Disorders	\$66,810
Lambert, Joshua	Assoc Professor	Library	\$67,733
Liggett, Allan	Clinical Assoc Professor	Sports Med. & Athletic Training	\$64,396
Lopinot, Neal	Dir Ctr For Archeological Rese	Ctr For Archeological Research	\$76,471
Mathis, S. Alicia	Department Head	Biology	\$112,332
Mayanovic, Robert	Professor	Physics Astronomy & Mat. Sci.	\$89,209
Mayes, Hillary	Instructor NT	College of Hlth & Human Svcs	\$55,987
McCallister, Sarah	Department Head	Kinesiology	\$117,678
McCroskey, Marilyn	Professor	Library	\$90,471
Meinert, David	Assoc Dean	College of Business	\$175,442
Miller, Andrea	Assoc Professor	Library	\$55,734
Newton, Sean	Associate Professor	Physical Therapy	\$95,023
Odneal, Marilyn	Clinical Instructor	Agriculture-Mtn Grv Campus	\$59,127
Oetting, Tara	Clinical Assoc Professor	Comm. Sciences & Disorders	\$61,363
Oswalt, Mary	Clinical Professor	Comm. Sciences & Disorders	\$86,478
Pardue, Mary	Department Head	Media, Journalism & Film	\$93,452
Parrott, Neva	Asst Librarian	WP Library	\$48,786
Pearman, Cathy	Department Head	Reading Foundations & Tech.	\$101,968
Pszczolkowski, Maciej	Associate Research Prof	Agriculture-Mtn Grv Campus	\$67,028
Ragan, Kent	Department Head	Finance & General Business	\$145,726
Ray, Jack	Asst Dr, Ctr for Arch Research	Ctr For Archeological Research	\$57,567
Rebaza-Vasquez, Jorge	Professor	College of Natl & App Science	\$74,700
Robinson, Barbara	Professor	Physical Therapy	\$105,134
Rohall, David	Department Head	Sociology & Anthropology	\$103,836
Rozell, Elizabeth	Assoc Dean	College of Business	\$175,442
Ryan, Tresa	Instructor	WP Instruction	\$49,470
Sailors, Pamela	Assoc Dean	College of Hum & Pub Affairs	\$118,817
Salinas, Patti	Department Head	Criminology	\$105,394
Sexton, Randall	Professor	Computer Information Systems	\$118,127
Shaw, Jason	Asst Professor	Physical Therapy	\$85,680
Smith, Cindy	Dir Respiratory Care WP	WP Allied Health Division	\$61,886
Sottile, James	Assoc Dean	College of Education	\$103,082
Steinle, Erich	Assoc Professor	College of Natl & App Science	\$61,947
Stout, Tracy	Assoc Professor	Library	\$65,280
Sudbrock, Christine	Instructor NT	Agriculture	\$50,381

Tomasi, Thomas	Assoc Dean	Graduate College	\$114,220
Vollmar, Kenneth	Department Head	Computer Science	\$111,046
Wagner, Kimberly	Asst Professor	Physician Assistant Studies	\$77,877
Wahl, Shawn	Department Head	Communication	\$107,502
Wallentine, Scott	Associate Professor	Physical Therapy	\$97,356
Webb, Susan	Senior Instructor NT	Agriculture	\$52,477
White, Letitia	Department Head	Comm. Sciences & Disorders	\$110,654
Wilker, Karl	Research Professor	Agriculture-Mtn Grv Campus	\$85,565
Williams, John	Dir Sch of Accountancy	Accounting	\$143,215
Williamson, Elizabeth	Associate Professor	Physical Therapy	\$98,921
Witkowski, Colette	Department Head	Biomedical Sciences	\$109,131
Younger, Arthur	Research Professor	Jordan Valley Innovation Center	\$43,391

Vote: _____ Yea
 _____ Nay

MISSOURI STATE UNIVERSITY

III.F.4.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic employees, as itemized below, are effective August 1, 2016.

Academic Faculty

<u>Name</u>	<u>Department</u>	<u>Title</u>	<u>New Salary</u>
Abernathy, Amber	Asst Professor	Psychology	\$53,040
Abidogun, Jamaine	Professor	History	\$67,023
Adams, Kathryn	Clinical Instructor NT	Nursing	\$53,751
Adams, Leigh	Asst Professor	WP Instruction	\$43,611
Adamson, Reesha	Asst Professor	Counseling Lead & Spc Ed.	\$57,966
Agnew, William	Associate Professor	Counseling Lead & Spc Ed.	\$85,434
Aho, Kyle	Instructor NT	Music	\$40,800
Ajuwon, Paul	Professor	Counseling Lead & Spc Ed.	\$71,494
Albin, Craig	Distinguished Professor	WP Instruction	\$67,913
Albritton, Michael	Instructor NT	Computer Information Systems	\$40,800
Allen, Jimmie	Assoc Professor	Art & Design	\$57,308
Allen, Natalie	Clinical Instructor	Biomedical Sciences	\$42,765
Alsup-Egbers, Clydette	Associate Professor	Agriculture	\$67,574
Altena, Thomas	Assoc Professor	Kinesiology	\$60,146
Amberg III, Richard	Asst Professor	Media, Journalism & Film	\$54,805
Amidon, Ethan	Asst Professor	Criminology	\$64,378
Anderson, Angela	Professor	Counseling Lead & Spc Ed.	\$67,361
Anderson, Wayne	Professor	Finance & General Business	\$103,525
Arendell, Telory	Assoc Professor	Theatre & Dance	\$57,693
Argyle, Deidre	Asst Professor	Art & Design	\$51,000
Artman, Amy	Instructor NT	Religious Studies	\$35,304
Asay, Nancy	Sr Instructor NT	Tech. & Construction Mgmt	\$47,907
Ashcroft, Paul	Assoc Professor	Accounting	\$127,771
Atwell, Jan	Clinical Asst Professor	Nursing	\$55,663
Ault-Phillips, Jana	Instructor NT	Finance & General Business	\$46,769
Baggett, Holly	Professor	History	\$70,526
Bailey, Sandra	Asst Professor	Merch. & Fashion Design	\$69,271
Baker, Rebecca	Sr Instructor	Physics Astronomy & Mat. Sci.	\$47,609
Bakker, Klaas	Professor	Comm. Sciences & Disorders	\$80,763
Baldwin, Julie	Asst Professor	Criminology	\$69,360
Baldwin, Susan	Instructor	Greenwood Lab School	\$47,510
Barber, Marlin	Assistant Professor	History	\$53,751
Barber, Sarah	Clinical Asst Professor	Comm. Sciences & Disorders	\$50,424
Barnes, Ruth	Professor	Theatre & Dance	\$64,414
Barnhart, Miles	Distinguished Professor	Biology	\$91,187
Barreda, Albert	Asst Professor	Hospitality & Restaurant Admin	\$69,570
Barrier, Tonya	Professor	Computer Information Systems	\$101,973
Bass, Samuel	Instructor NT	Accounting	\$41,534
Bassett, Damon	Sr Instructor NT	Geography Geology & Planning	\$47,325
Basu Roy, Subhasree	Asst Professor	Economics	\$67,493
Bauman, R. Isabelle	Assoc Professor	Communication	\$62,372

Baumlin, James	Distinguished Professor	English	\$88,060
Baynes, Leslie	Assoc Professor	Religious Studies	\$59,025
Beach, Patrick	Instructor NT	Philosophy	\$42,840
Beatty, Nick	Instructor NT	Political Science	\$41,534
Behzadan, Amir	Assoc Professor	Tech. & Construction Mgmt	\$86,700
Belshoff, Richard	Professor	Mathematics	\$79,608
Berquist, Charlene	Professor	Communication	\$84,833
Berry, Roberta	Sr Instructor NT	English	\$41,352
Bhattacharyya, Gautam	Asst Professor	Chemistry	\$58,148
Biagioni, Richard	Professor	Chemistry	\$83,403
Bigley, Louise	Clinical Instructor	Nursing	\$53,751
Birdyshaw, Edward	Assoc Professor	WP Instruction	\$53,482
Biswas, Mahua	Asst Professor	Physics Astronomy & Mat. Sci.	\$61,200
Black, Alice	Assoc Professor	Geography Geology & Planning	\$62,921
Blansit, Amy	Instructor NT	Kinesiology	\$41,534
Blanton, Patti	Sr Instructor NT	Mathematics	\$41,913
Blevins, Brooks	Professor	History	\$79,146
Bloom, Scott	Instructor NT	Economics	\$43,860
Bonebrake, Tara	Instructor	Greenwood Lab School	\$45,320
Borneman, Dea	Assoc Prof-Library	Library	\$52,206
Bosch, Eric	Distinguished Professor	Chemistry	\$92,496
Bourhis, John	Professor	Communication	\$94,950
Bowe, Laura	Sr Instructor NT	Biology	\$42,139
Boyd, Carmen	Asst Professor	Biomedical Sciences	\$49,981
Boyle, Megan	Asst Professor	Counseling Lead & Spc Ed.	\$57,110
Boyle, Michael	Instructor NT	Philosophy	\$42,905
Boys, Cathy	Asst Professor	WP Instruction	\$48,660
Brahnam, S. Berlin	Professor	Computer Information Systems	\$122,820
Brattin, Ricky	Asst Professor	Computer Information Systems	\$117,300
Brazeal, LeAnn	Assoc Professor	Communication	\$60,958
Breault, Rick	Visiting Professor	Reading Foundations & Tech.	\$57,967
Brinson, Sabrina	Professor	Childhood Ed & Family Studies	\$73,470
Broadus, Marilyn	Instructor	Greenwood Lab School	\$40,850
Brodeur, Amanda	Asst Professor	Biomedical Sciences	\$58,050
Brown, John	Artist-in-Residence	Theatre & Dance	\$45,900
Brown, Robert	Instructor NT	Mathematics	\$37,506
Brummel, Sara	Assoc Professor	Theatre & Dance	\$58,184
Buchanan, Erin	Assoc Professor	Psychology	\$58,972
Buckner, Margaret	Professor	Sociology & Anthropology	\$77,135
Bunn, Roger	Instructor NT	Mathematics	\$43,000
Burch, Abby	Instructor	Greenwood Lab School	\$42,343
Burge, Sara	Sr Instructor NT	English	\$41,343
Burnett, Melissa	Professor	Marketing	\$119,320
Burton, Michael	Professor	Agriculture	\$73,898
Burton, Richard	Instructor NT	Computer Information Systems	\$40,102
Busdieker-Jesse, Nichole	Asst Professor	Agriculture	\$59,160
Bushman, Barbara	Professor	Kinesiology	\$95,504
Butler, Marcia	Asst Professor	History	\$57,032
Buyrgan, Nebil	Assoc Professor	Tech. & Construction Mgmt	\$96,900
Byrd, Sandra	Professor	Accounting	\$124,051
Cadle, Lanette	Professor	English	\$62,249

Cafagna, Marcus	Professor	English	\$60,426
Calihman, Matthew	Assoc Professor	English	\$58,677
Cameron, James	Assoc Professor	Music	\$58,039
Camp, Deanne	Professor	Reading Foundations & Tech.	\$84,248
Cantillo, Andres	Instructor NT	Economics	\$43,350
Carawan, Edwin	Professor	Modern & Classical Languages	\$78,279
Cardin, Ashlea	Asst Professor	Occupational Therapy	\$79,571
Carney, Russell	Professor	Psychology	\$92,382
Carr, Judy	Assoc Professor	WP Instruction	\$50,863
Carr, Sylvia	Instructor NT	Mathematics	\$44,469
Carr, W. David	Asst Professor	Sports Med. & Athletic Train.	\$64,290
Casey, Lisa	Professor	Music	\$66,244
Cathey, Christie	Asst Professor	Psychology	\$54,737
Caton, Barbara	Asst Professor	WP Allied Health Division	\$58,774
Cemore Brigden, Joanna	Assoc Professor	Childhood Ed & Family Studies	\$60,623
Chambers, Amanda	Asst Professor	Childhood Ed & Family Studies	\$57,966
Chang, Chih-Cheng	Professor	Finance & General Business	\$126,256
Chang, Ching-Wen	Assoc Professor	Reading Foundations & Tech.	\$63,236
Chapman, Carol	Assistant Professor	Music	\$54,825
Chaston, Joel	Distinguished Professor	English	\$73,594
Cheng, Yungchen	Professor	Mathematics	\$86,628
Chenoweth, Amelia	Instructor NT	Counseling Lead & Spc Ed.	\$43,611
Chuchiak, John	Professor	History	\$80,129
Claborn, David	Assoc Professor	CHHS-Master of Public Health	\$77,837
Clark, Ronald	Assoc Professor	Marketing	\$122,330
Clayton, Michael	Asst Professor	Psychology	\$57,629
Cline, Andrew	Assoc Professor	Media, Journalism & Film	\$62,894
Closser, Cole	Asst Professor	Art & Design	\$52,020
Cobb, Barry	Associate Professor	Marketing	\$117,300
Cohen Ioannides, Mara	Sr Instructor NT	English	\$43,334
Collins, Peter	Professor	Music	\$72,067
Colombo, Anne	Sr Instructor NT	Modern & Classical Languages	\$43,416
Coltharp, Allison	Sr Instructor NT	Communication	\$42,989
Combs, Christine	Instructor NT	Childhood Ed & Family Studies	\$42,833
Cook, Sherry	Sr Instructor NT	Marketing	\$51,386
Coombs, James	Assoc Prof-Library	Library	\$60,700
Corcoran, Deborah	Senior Instructor NT	Geography Geology & Planning	\$49,910
Cormier, Bret	Asst Professor	Counseling Lead & Spc Ed.	\$56,100
Cornelius-White, Jeffrey	Professor	Counseling Lead & Spc Ed.	\$71,164
Cox, Nora	Sr Instructor NT	Communication	\$41,724
Crafts, Daniel	Assoc Professor	Hospitality & Restaurant Admin	\$71,828
Crain, Susan	Professor	Finance & General Business	\$130,684
Crowder, Rebecca	Instructor	Greenwood Lab School	\$42,051
Cuebas, Dean	Assoc Professor	Chemistry	\$58,081
Cunningham, Denise	Professor	Childhood Ed & Family Studies	\$67,902
Curry, Natalie	Clinical Instructor	Social Work	\$40,800
Czyzniejewski, Michael	Asst Professor	English	\$53,751
Daehn, Ann Marie	Asst Professor	Music	\$53,751
Dale, Michal	Instructor NT	Management	\$41,534
Dallas, Melissa	Professor	Hospitality & Restaurant Admin	\$113,758
Dalton, Tracy	Sr Instructor NT	English	\$42,804

Daniel, Carol	Clinical Instructor	Nursing	\$54,825
Daoust, Mario	Asst Professor	Geography Geology & Planning	\$55,142
Dattero, Ronald	Professor	Computer Information Systems	\$117,250
Daugherty, Timothy	Professor	Psychology	\$94,201
Davis, Craig	Visiting Instructor	Music	\$45,900
Debode, Jason	Asst Professor	Management	\$114,220
Denton, Melinda	Asst Professor	WP Instruction	\$45,241
DePaepe, Paris	Professor	Counseling Lead & Spc Ed.	\$78,748
DeWitt, Joyce	Asst Professor	WP Allied Health Division	\$58,580
Dicke, Thomas	Professor	History	\$74,150
Dillon, Randy	Professor	Communication	\$83,888
Dimond, Jack	Sr Instructor NT	Media, Journalism & Film	\$44,385
Dollar, Susan	Professor	Social Work	\$86,610
Dowdy, David	Professor	Modern & Classical Languages	\$78,129
Dowdy, Marcia	Sr Instructor NT	Counseling Lead & Spc Ed.	\$46,958
Downing, John	Assoc Professor	Kinesiology	\$67,861
Dreyer-Lude, Melanie	Asst Professor	Theatre & Dance	\$52,956
Dudash-Buskirk, Elizabeth	Assoc Professor	Communication	\$61,464
Dunlop, Vicki	Asst Professor	Greenwood Lab School	\$54,878
Durham, Paul	Distinguished Professor	Biology	\$133,209
Dyer, Samuel	Assoc Professor	Communication	\$62,372
Easey, John	Asst Professor	Criminology	\$63,240
Echols, Leslie	Asst Professor	Psychology	\$56,591
Ehlers, Abigale	Sr Instructor	Hospitality & Restaurant Admin	\$46,825
Ekstam, Keith	Professor	Art & Design	\$81,296
Eldred, Jannette	Clinical Instructor	Social Work	\$42,158
Ellickson, Mark	Professor	Political Science	\$73,676
English, Catherine	Asst Professor	English	\$55,080
Ernce, Keith	Professor	Kinesiology	\$88,619
Estrella, Ana	Instructor	WP Instruction	\$39,237
Evans, Kevin	Professor	Geography Geology & Planning	\$69,824
Fairbairn, Candace	Clinical Asst Professor	Childhood Ed & Family Studies	\$46,216
Fallone, Melissa	Assoc Professor	Psychology	\$58,339
Fearing, Cory	Instructor	Greenwood Lab School	\$42,606
Felicilda, Rhea	Assoc Professor	Nursing	\$66,596
Fichter, Kathryn	Asst Professor	Chemistry	\$55,901
Finch, Kim	Assoc Professor	Counseling Lead & Spc Ed.	\$62,778
Fischer, Donald	Professor	Psychology	\$71,911
Fitzgerald, Ivy	Instructor NT	Biomedical Sciences	\$41,534
Flanders, Janelle	Instructor	Greenwood Lab School	\$41,609
Follensbee, Billie	Professor	Art & Design	\$77,729
Foreman, Elizabeth	Asst Professor	Philosophy	\$57,110
Foster, Lyle	Instructor NT	Sociology & Anthropology	\$45,106
Foster, Micheal	Assoc Professor	Theatre & Dance	\$58,031
Fraczak, Jacek	Assoc Professor	Art & Design	\$58,417
Franklin, Thomas	Assoc Professor	Comm. Sciences & Disorders	\$73,041
Frederick, Dana	Instructor NT	Management	\$44,826
Freeman, Cynthia	Instructor NT	Childhood Ed & Family Studies	\$42,833
Friske, Wesley	Asst Professor	Marketing	\$117,300
Gale, Crystal	Assoc Prof-Library	Library	\$46,442
Gallaway, Julie	Sr Instructor NT	Economics	\$50,930

Galloway, Terrel	Professor	Economics	\$90,796
Garg, Vinay	Assoc Professor	Management	\$93,524
Garland, Brett	Professor	Criminology	\$86,747
Garrad, Richard	Professor	Biomedical Sciences	\$89,646
Garrison, Traci	Clinical Instructor	Occupational Therapy	\$67,452
Garrison-Kane, Linda	Professor	Counseling Lead & Spc Ed.	\$78,698
Gartin, Patrick	Assoc Professor	Criminology	\$81,324
Gattis, Lyn	Assoc Professor	English	\$58,460
Gebken, Richard	Assoc Professor	Tech. & Construction Mgmt	\$85,643
Gerasimchuk, Nikolay	Professor	Chemistry	\$73,097
Gholson, Martha	Assoc Professor	English	\$52,355
Ghosh, Kartik	Professor	Physics Astronomy & Mat. Sci.	\$84,601
Gibson, Hugh	Assoc Professor	Kinesiology	\$65,150
Gibson, Kathryn	Asst Professor	Greenwood Lab School	\$49,166
Gillam, Kenneth	Assoc Professor	English	\$61,192
Given, Mark	Assoc Professor	Religious Studies	\$60,923
Goddard, Stacy	Instructor NT	Kinesiology	\$41,534
Goeringer, Michael	Clinical Instructor	Counseling Lead & Spc Ed.	\$43,000
Goerndt, Michael	Asst Professor	Agriculture-Darr Ag Center	\$60,225
Goodwin, Brenda	Asst Professor	Kinesiology	\$55,488
Goodwin, David	Assoc Professor	Reading Foundations & Tech.	\$60,740
Gouzie, Douglas	Professor	Geography Geology & Planning	\$69,196
Gram, John	Instructor NT	History	\$42,840
Grand, Melanie	Asst Professor	Hospitality & Restaurant Admin	\$63,279
Granger, Michele	Professor	Management	\$84,789
Graves, Carolyn	Clinical Asst Professor	Nursing	\$59,092
Greene, Brian	Assoc Professor	Biology	\$61,665
Greene, Janice	Professor	Biology	\$76,359
Gullette, Gregory	Asst Professor	Sociology & Anthropology	\$56,100
Guo, Kanghui	Professor	Mathematics	\$85,595
Gutierrez, Melida	Professor	Geography Geology & Planning	\$79,167
Gutting, Edward	Instructor NT	History	\$43,860
Gutzke, David	Professor	History	\$81,035
Haggard, Dana	Assoc Professor	Management	\$96,896
Haggard, Kelly	Assoc Professor	Finance & General Business	\$126,923
Hail, Cynthia	Professor	Childhood Ed & Family Studies	\$83,051
Hall, Lisa	Asst Professor	Psychology	\$56,906
Hamm, Randall	Professor	Music	\$72,244
Hammerschmidt, Melinda	Instructor	Greenwood Lab School	\$40,109
Hammond, Michael	Sr Instructor NT	Accounting	\$48,534
Hamwi, Georg	Assoc Professor	Marketing	\$116,598
Harbaugh, Adam	Assoc Professor	Mathematics	\$62,076
Harms, John	Professor	Sociology & Anthropology	\$82,791
Harper, Sharon	Professor	Art & Design	\$73,841
Harsha, Phillip	Associate Professor	Accounting	\$128,051
Hart, James	Asst Professor	WP Instruction	\$46,796
Haslam, Darryl	Associate Professor	Social Work	\$66,127
Hass, Aida	Assoc Professor	Criminology	\$76,263
Hatz, Kirsten	Sr Instructor NT	Kinesiology	\$44,130
Hausback, Jason	Asst Professor	Music	\$53,751
Havlin, Tiffany	Clinical Instructor	Social Work	\$40,800

Haynes, Vickie	Instructor NT	Childhood Ed & Family Studies	\$42,833
Hays, David	Professor	Music	\$66,514
Hedgpeth, Kent	Instructor	Greenwood Lab School	\$44,972
Heinlein, Kurt	Professor	Theatre & Dance	\$73,621
Heitger, Lester	Professor	Accounting	\$133,556
Hellman, Andrea	Asst Professor	English	\$55,033
Hellman, Daniel	Assoc Professor	Music	\$56,205
Henary, Sara	Asst Professor	Political Science	\$53,995
Hendrickson, Nicole	Instructor NT	Biomedical Sciences	\$41,534
Henson, Pamela	Sr Instructor NT	Mathematics	\$45,855
Hermans, Charles	Professor	Marketing	\$113,684
Herr, Christopher	Professor	Theatre & Dance	\$73,440
Heyboer, Jill	Professor	Music	\$66,244
Heywood, John	Professor	Biology	\$79,723
Hickey, Dennis	Distinguished Professor	Political Science	\$96,738
Higgins, Mina	Instructor	WP Allied Health Division	\$49,062
High, Brian	Sr Instructor NT	Chemistry	\$44,184
Hignite, Michael	Professor	Computer Information Systems	\$117,300
Hill, Lindsay	Instructor	WP Allied Health Division	\$49,062
Hiller, Jokima	Instructor NT	Hospitality & Restaurant Admin	\$56,100
Hinch, Steven	Assoc Professor	Reading Foundations & Tech.	\$66,968
Hines, Christopher	Asst Professor	Accounting	\$125,283
Hines, James	Instructor NT	Accounting	\$45,900
Hobbs, Lora	Sr Instructor NT	Religious Studies	\$48,048
Hoegeman, Catherine	Assistant Professor	Sociology & Anthropology	\$52,697
Holmer, Earl	Sr Instructor NT	English	\$40,817
Homburg, Andrew	Asst Professor	Music	\$54,825
Hong, Hye-Jung	Assoc Professor	Music	\$57,058
Hooper, Madeleine	Assoc Professor	Modern & Classical Languages	\$82,086
Hornsby-Gutting, Angela	Assoc Professor	History	\$74,563
Horton III, Leonard	Instructor NT	Media, Journalism & Film	\$49,535
Hough, Lyon	Asst Professor	Biomedical Sciences	\$58,990
Howell, Marcus	Assoc Professor	Art & Design	\$54,099
Howerton, Phillip	Professor	WP Instruction	\$56,058
Hu, Shouchuan	Professor	Mathematics	\$87,145
Huang, Shyang	Professor	Physics Astronomy & Mat. Sci.	\$74,455
Hubbard, Kevin	Asst Professor	Tech. & Construction Mgmt	\$84,315
Huddleston, Carla	Instructor	WP Allied Health Division	\$52,569
Hudson, Danae	Professor	Psychology	\$72,140
Hudson, Michael	Assoc Professor	Sports Med. & Athletic Train.	\$76,631
Hughes, Joseph	Professor	Modern & Classical Languages	\$73,083
Hughes, Kevin	Assoc Professor	Art & Design	\$57,753
Hughes, Myra	Instructor NT	Biology	\$37,300
Hulett, Michelle	Sr Instructor NT	Computer Information Systems	\$44,410
Hulgus, Joseph	Professor	Counseling Lead & Spc Ed.	\$68,108
Hulme, Amy	Asst Professor	Biomedical Sciences	\$56,100
Hunter, Anne Marie	Assoc Professor	Biomedical Sciences	\$65,461
Hurst, Beth	Professor	Reading Foundations & Tech.	\$84,018
Hutter, James	Assoc Professor	Agriculture	\$67,513
Hwang, Chin-Feng	Professor	Agriculture-Mtn Grv Campus	\$73,249
Iantria, Linnea	Sr Instructor NT	Geography Geology & Planning	\$50,750

Iman, Gary	Instructor NT	Communication	\$40,845
Iqbal, Razib	Asst Professor	Computer Science	\$73,950
Jackson-Brown, Grace	Assoc Professor	Library	\$57,974
Jamos, Abdullah	Asst Professor	Comm. Sciences & Disorders	\$57,967
Jean-Charles, Alex	Asst Professor	Reading Foundations & Tech.	\$56,100
Jennings, Bryan	Assistant Professor	Art & Design	\$55,922
Jennings, Mary	Professor	Social Work	\$79,234
Jennings-Pineda, Joyce	Asst Professor	WP Instruction	\$47,735
John, Judith	Professor	English	\$70,136
Johnson, Andrew	Assoc Professor	Philosophy	\$58,080
Johnson, David	Assoc Professor	Political Science	\$63,966
Johnson, Richard	Professor	Computer Information Systems	\$103,631
Jolivette, Catherine	Professor	Art & Design	\$64,848
Jones, Adena	Assoc Professor	Psychology	\$58,972
Jones, Alisha	Clinical Fac-Asst Prof	Nursing	\$59,160
Jones, Cheryl	Professor	Library	\$60,239
Jones, Jeffrey	Asst Professor	Finance & General Business	\$121,203
Jones, Martin	Assoc Professor	Tech. & Construction Mgmt	\$81,740
Jones, Steven	Professor	Reading Foundations & Tech.	\$77,721
Joswick, David	Sr Instructor NT	Tech. & Construction Mgmt	\$75,203
Jutla, Rajinder	Professor	Geography Geology & Planning	\$71,375
Kaatz, James	Assoc Professor	Political Science	\$58,862
Kaf, Wafaa	Professor	Comm. Sciences & Disorders	\$86,567
Kane, Thomas	Professor	Psychology	\$77,028
Karanikas, Marianthe	Assoc Professor	English	\$52,948
Karuppan, Corinne	Professor	Marketing	\$115,542
Kaufman, Daniel	Professor	Philosophy	\$73,707
Kaula, Radhika	Instructor NT	Computer Information Systems	\$40,800
Kaula, Rajeev	Professor	Computer Information Systems	\$114,476
Keller, Carl	Assoc Professor	Accounting	\$126,386
Keltner, Michael	Instructor NT	Kinesiology	\$41,534
Kelts, Christopher	Asst Professor	Music	\$53,040
Kemp, Paula	Distinguished Professor	Mathematics	\$103,824
Keys, Amanda	Asst Professor	Social Work	\$53,995
Killion, John	Professor	Mathematics	\$79,605
Kilmer, Shelby	Professor	Mathematics	\$81,735
Kim, Kyoungtae	Professor	Biology	\$67,196
Kirkland-Ives, Mitzi	Assoc Professor	Art & Design	\$56,754
Kleeschulte, Melanie	Visiting Instructor	Modern & Classical Languages	\$37,942
Knapp, Timothy	Professor	Sociology & Anthropology	\$84,239
Knight, Jack	Professor	Philosophy	\$81,559
Koo, Pedro	Assoc Professor	Modern & Classical Languages	\$61,445
Korang-Okrah, Rose	Asst Professor	Social Work	\$56,100
Kostic, Bogdan	Asst Professor	Psychology	\$52,676
Kostovic, Cedomir	Professor	Art & Design	\$84,548
Kovacs, Laszlo	Professor	Biology	\$83,969
Kratky, James	Asst Professor	Mathematics	\$57,120
Kwon, Seongchun	Asst Professor	WP Instruction	\$41,820
Kyle, Jerri	Sr Instructor NT	Communication	\$41,851
LaBarr, Cameron	Asst Professor	Music	\$52,956
Lamouria, Lanya	Assoc Professor	English	\$60,017

Lancaster, Phillip	Asst Professor	Agriculture	\$64,260
Lancaster, Sarah	Asst Professor	Agriculture	\$64,260
LaPreze, Melody	Asst Professor	Management	\$88,880
Larson, Deborah	Assoc Professor	Media, Journalism & Film	\$60,799
Leamy, Diane	Sr Instructor NT	Criminology	\$47,981
Leasure, Stanley	Professor	Finance & General Business	\$98,046
Leinweber, Ashley	Asst Professor	Political Science	\$55,901
Lewis, Heather	Instructor	Greenwood Lab School	\$37,173
Lewis, Kayla	Asst Professor	Reading Foundations & Tech.	\$56,100
Liang, Yating	Assoc Professor	Kinesiology	\$66,899
Libby, Cynthia	Professor	Music	\$72,070
Ligon, Day	Assoc Professor	Biology	\$61,192
Lillge, Danielle	Asst Professor	English	\$56,100
Little, Robert	Professor	Theatre & Dance	\$64,573
Liu, Hui	Professor	Computer Science	\$83,941
Llewellyn, John	Professor	Religious Studies	\$78,950
Lockenvitz, Sarah	Asst Professor	Comm. Sciences & Disorders	\$56,100
Lombilla, Luis	Sr Instructor NT	Modern & Classical Languages	\$43,860
Lopez, Joyce	Sr Instructor NT	Management	\$41,851
Lowe, Roberta	Instructor NT	Art & Design	\$42,413
Luo, Jun	Assoc Professor	Geography Geology & Planning	\$61,773
Lupfer, Christopher	Asst Professor	Biology	\$56,100
Lutz, David	Professor	Psychology	\$87,871
Lyman, Sean	Assoc Professor	Art & Design	\$54,275
Macgregor, Cynthia	Professor	Counseling Lead & Spc Ed.	\$74,785
Madden, Etta	Professor	English	\$77,139
Maddox, Robert	Asst Professor	Counseling Lead & Spc Ed.	\$56,100
Maher, Sean	Asst Professor	Biology	\$55,552
Maier, Melissa	Asst Professor	Communication	\$53,751
Malega, Ronald	Asst Professor	Geography Geology & Planning	\$56,913
Mantie-Kozlowski, Alana	Assoc Professor	Comm. Sciences & Disorders	\$67,680
Maples, Carol	Professor	Theatre & Dance	\$65,253
Margavio, Geanie	Assoc Professor	Accounting	\$106,211
Margavio, Thomas	Professor	Computer Information Systems	\$100,509
Martin, Jill	Instructor	Greenwood Lab School	\$46,529
Martin, Judith	Professor	Modern & Classical Languages	\$66,701
Martinez, Blanca	Instructor NT	Modern & Classical Languages	\$40,900
Masterson, Gerald	Professor	Kinesiology	\$82,755
Mathew, George	Professor	Mathematics	\$81,921
Matthews, James	Instructor NT	Counseling Lead & Spc Ed.	\$44,270
May, Diane	Asst Professor	Geography Geology & Planning	\$57,565
Mays, Larry	Instructor NT	Kinesiology	\$41,534
McCarthy, Belinda	Professor	Counseling Lead & Spc Ed.	\$191,640
McCarthy, Bernard	Professor	Criminology	\$97,364
McClain, William	Asst Professor	Agriculture	\$64,260
McCollom, Jason	Asst Professor	WP Instruction	\$41,208
McConnell, Vanessa	Clinical Asst Professor	Nursing	\$59,160
McIntyre, Stephen	Professor	History	\$70,526
McLean, Annice	Sr Instructor NT	Reading Foundations & Tech.	\$46,508
McMeley, Cynthia	Instructor NT	Childhood Ed & Family Studies	\$43,654
McMurtrey, Shannon	Sr Instructor NT	Computer Information Systems	\$63,236

Meadows, William	Professor	Sociology & Anthropology	\$69,030
Meek, Russell	Instructor NT	Finance & General Business	\$46,726
Meints, Gary	Assoc Professor	Chemistry	\$61,068
Merrigan, Michael	Clinical Asst Professor	Management	\$86,001
Metcalf, Holly	Clinical Asst Professor	Comm. Sciences & Disorders	\$43,860
Metzker, Helena	Instructor NT	Chemistry	\$36,343
Meyer, James	Professor	Childhood Ed & Family Studies	\$69,593
Meyer, Judith	Assoc Professor	Geography Geology & Planning	\$63,543
Miao, Xin	Assoc Professor	Geography Geology & Planning	\$62,044
Michelfelder, Gary	Asst Professor	Geography Geology & Planning	\$57,388
Mickus, Kevin	Distinguished Professor	Geography Geology & Planning	\$91,537
Miller, Carol	Distinguished Professor	Finance & General Business	\$118,982
Miller, F. Thornton	Professor	History	\$73,921
Miller, Kyle	Instructor NT	History	\$44,870
Mingo, Taryne	Asst Professor	Counseling Lead & Spc Ed.	\$56,100
Mitchell, D. Wayne	Assoc Professor	Psychology	\$66,540
Mitchell, David	Professor	Economics	\$88,164
Mitra, Mahua	Professor	Economics	\$91,686
Mitra, Saibal	Professor	Physics Astronomy & Mat. Sci.	\$77,155
Moore, Renee	Professor	WP Instruction	\$62,412
Morgan, Michelle	Asst Professor	History	\$55,922
Morris, Eric	Assoc Professor	Communication	\$65,408
Morris, Robert	Asst Professor	Biomedical Sciences	\$58,050
Morris, Taleyna	Instructor NT	Communication	\$40,834
Morrison, Kathleen	Professor	WP Instruction	\$68,863
Morrison, Martin	Instructor NT	Music	\$40,849
Moser, Linda	Professor	English	\$67,307
Moses, Duane	Assoc Professor	Computer Information Systems	\$83,954
Mosier, Samantha	Asst Professor	Political Science	\$56,071
Muchnick, Amy	Professor	Music	\$64,598
Murray, Michael	Professor	Music	\$68,902
Murray, Michael	Professor	Music	\$70,994
Murray, Sarah	Sr Instructor NT	Biomedical Sciences	\$45,408
Murvin, Jennifer	Sr Instructor NT	English	\$41,626
Neely, Jeremy	Instructor NT	History	\$45,196
Nelson, Eric	Professor	History	\$74,296
Nelson, Jacob	Instructor NT	Tech. & Construction Mgmt	\$71,400
Nelson, Walt	Assoc Professor	Finance & General Business	\$97,725
Newman, Mary	Assoc Professor	Psychology	\$62,346
Nixon, Sarah	Professor	Reading Foundations & Tech.	\$69,303
Northrip-Rivera, Angelia	Sr Instructor NT	English	\$41,287
Novik, Melinda	Assoc Professor	Kinesiology	\$57,968
Novotny, Daniela	Instructor NT	Biomedical Sciences	\$42,158
Nugent, Pauline	Professor	Modern & Classical Languages	\$73,215
Ochieng, Marrie Yvonne	Instructor NT	Art & Design	\$42,840
Oden, Debra	Professor	Accounting	\$114,205
Olsen, Reed	Professor	Economics	\$93,599
Olson, Stevan	Professor	Accounting	\$110,304
Ondetti, Gabriel	Assoc Professor	Political Science	\$62,582
Onyango, Benjamin	Assoc Professor	Agriculture	\$66,954
Oyeniyi, Bukola	Assistant Professor	History	\$54,805

Pace, Glenn	Sr Instructor NT	Management	\$47,947
Paddock, Joel	Professor	Political Science	\$84,811
Palacios-Valladares, Indira	Assistant Professor	Political Science	\$53,751
Parsons, James	Professor	Music	\$78,445
Patterson, Kathryn	Clinical Asst Professor	Nursing	\$62,182
Patterson, Paula	Assoc Professor	Music	\$55,908
Patterson, Robert	Professor	Physics Astronomy & Mat. Sci.	\$83,132
Patton, Marciann	Sr Instructor NT	Tech. & Construction Mgmt	\$48,476
Pavlowsky, Robert	Distinguished Professor	Geography Geology & Planning	\$89,091
Paxton, Mark	Professor	Media, Journalism & Film	\$72,975
Payne, Richard	Professor	Music	\$60,356
Penkalski, Melissa	Asst Professor	Nursing	\$59,160
Perkins, Amanda	Asst Professor	Kinesiology	\$52,246
Perkins, Sarah	Professor	Art & Design	\$78,304
Pervukhin, Eric	Professor	Art & Design	\$81,414
Peters, Grant	Professor	Music	\$76,218
Peterson, Dane	Professor	Computer Information Systems	\$91,329
Pfeil, Timothy	Instructor	Greenwood Lab School	\$39,776
Pham, Courtney	Sr Instructor NT	Marketing	\$44,076
Phillips, Gary	Professor	WP Instruction	\$59,101
Philpot, James	Assoc Professor	Finance & General Business	\$123,616
Piccolo, Diana	Assoc Professor	Childhood Ed & Family Studies	\$61,297
Pierson, Carly	Instructor NT	Marketing	\$40,800
Pierson, Matthew	Assoc Professor	Cooperative Engineering Prgm	\$79,609
Pinnon, Alex	Lecturer	WP Instruction	\$36,481
Piston, William	Professor	History	\$78,943
Plavchan, Peter	Asst Professor	Physics Astronomy & Mat. Sci.	\$59,187
Poston, Tracey	Clinical Asst Professor	Biomedical Sciences	\$53,040
Poulette, Jacob	Asst Professor	WP Instruction	\$45,192
Prescott, John	Professor	Music	\$84,056
Price, Debra	Instructor NT	Childhood Ed & Family Studies	\$42,573
Priest, Frank	Professor	WP Instruction	\$55,300
Proctor, Lisa	Professor	Comm. Sciences & Disorders	\$87,504
Pulley, Kathy	Professor	Religious Studies	\$105,870
Pulleyking, Micki	Sr Instructor NT	Religious Studies	\$49,069
Pursley, Jennifer	Sr Instructor	Mathematics	\$40,260
Purvis, Andrew	Instructor NT	Criminology	\$40,800
Putman, Mark	Assoc Professor	Theatre & Dance	\$57,264
Putzu, Vadim	Asst Professor	Religious Studies	\$51,918
Pybas, Kevin	Assoc Professor	Political Science	\$61,598
Qiao, Yuhua	Professor	Political Science	\$73,781
Qiu, Wenping	Research Professor	Agriculture-Mtn Grv Campus	\$82,647
Qiu, Xiaomin	Assoc Professor	Geography Geology & Planning	\$60,653
Quinn, Nathaniel	Instructor NT	Counseling Lead & Spc Ed.	\$47,427
Rabon, John	Instructor NT	Economics	\$45,169
Ragan, Gay	Professor	Mathematics	\$70,928
Ramos, Duany	Instructor	Greenwood Lab School	\$36,343
Ravenscraft, Julia	Instructor NT	Accounting	\$41,534
Rector, Paula	Sr Instructor NT	Criminology	\$47,571
Redd, Emmett	Professor	Physics Astronomy & Mat. Sci.	\$80,454
Reece, Lisa	Instructor NT	Chemistry	\$40,800

Reed, Michael	Professor	Physics Astronomy & Mat. Sci.	\$77,087
Reid, Leslie	Professor	Mathematics	\$89,382
Reinis, Austra	Professor	Religious Studies	\$67,688
Remley, Melissa	Asst Professor	Agriculture	\$63,236
Richter, Mark	Professor	Chemistry	\$86,864
Ridinger, Rhonda	Professor	Kinesiology	\$91,304
Rimal, Arbindra	Professor	Agriculture	\$77,573
Roam, Kimberly	Clinical Instructor	Childhood Ed & Family Studies	\$43,022
Roberts, Hillary	Sr Instructor NT	Biomedical Sciences	\$47,593
Roberts, Jenifer	Asst Professor	Merch. & Fashion Design	\$66,254
Robinson, Melinda	Instructor NT	Theatre & Dance	\$42,158
Rodriguez de la Vega, Vanessa	Asst Professor	Modern & Classical Languages	\$55,080
Rogers, Lori	Sr Instructor NT	English	\$41,485
Rogers, Mark	Assoc Professor	Mathematics	\$64,919
Romano, David	Professor	Political Science	\$78,798
Rosenkoetter, John	Assoc Professor	Psychology	\$66,614
Rost, Ann	Assoc Professor	Psychology	\$64,099
Rothschild, Philip	Assoc Professor	Management	\$95,179
Rovey, Charles	Professor	Geography Geology & Planning	\$77,301
Rowe, Roberta	Sr Instructor NT	Communication	\$43,076
Rugutt, Joseph	Assoc Professor	WP Instruction	\$57,019
Runke, Gayle	Asst Professor	Kinesiology	\$55,745
Russell, Dasha	Instructor	WP Instruction	\$38,148
Russell, Regina	Clinical Instructor	Social Work	\$43,428
Ryder, Christina	Instructor NT	Sociology & Anthropology	\$31,773
Sakidja, Ridwan	Assoc Professor	Physics Astronomy & Mat. Sci.	\$67,285
Saquer, Jamil	Assoc Professor	Computer Science	\$82,370
Saunders, Georgianna	Assoc Professor	Biology	\$63,687
Saxon, Caryn	Instructor NT	Criminology	\$43,403
Schaefer, Allen	Professor	Marketing	\$114,220
Schaefer, Weirong	Sr Instructor NT	Modern & Classical Languages	\$44,137
Schick, G. Alan	Professor	Chemistry	\$100,228
Schmalzbauer, John	Assoc Professor	Religious Studies	\$79,566
Schmelzle, George	Professor	Accounting	\$121,798
Schotthofer, Melissa	Instructor NT	Childhood Ed & Family Studies	\$45,847
Schweiger, Paul	Asst Professor	Biology	\$55,901
Scott, Charles	Asst Professor	Economics	\$70,072
Scott, James	Asst Professor	Finance & General Business	\$85,317
Scott, Patrick	Professor	Political Science	\$80,776
Scott, Shari	Instructor NT	Counseling Lead & Spc Ed.	\$42,840
Scroggins, Wesley	Professor	Management	\$104,461
Sedaghat-Herati, Reza	Professor	Chemistry	\$86,807
Self, Sharmistha	Professor	Economics	\$88,230
Sells, Patrick	Instructor NT	Computer Information Systems	\$42,464
Senger, Steven	Asst Professor	Mathematics	\$55,033
Setzer, Shelby	Visiting Instructor, Greenwood	Greenwood Lab School	\$35,304
Shah, Kishor	Professor	Mathematics	\$79,548
Shain, Ralph	Assoc Professor	Philosophy	\$58,092
Shand-Hawkins, Carolyn	Instructor NT	Mathematics	\$38,449
Shea, Harry	Instructor NT	Mathematics	\$41,318
Sheffield, Eric	Professor	Reading Foundations & Tech.	\$70,758

Shepard, Jason	Instructor NT	Sociology & Anthropology	\$30,549
Sherrill, Donna	Sr Instructor NT	Mathematics	\$41,104
Shi, Yili	Professor	English	\$71,264
Shirley, Corinne	Sr Instructor NT	Modern & Classical Languages	\$43,860
Shoptaugh, Carol	Professor	Psychology	\$92,306
Shoumikhin, Andrei	Instructor NT	Defense & Strategic Studies	\$87,721
Siebert, Matthew	Asst Professor	Chemistry	\$55,901
Simmers, Christina	Professor	Marketing	\$121,850
Simmons, Daniel	Asst Professor	Communication	\$53,040
Smith, Brenda	WP Instructor	WP Instruction	\$42,719
Smith, Cara	Instructor NT	Childhood Ed & Family Studies	\$45,847
Smith, Joshua	Assoc Professor	Biomedical Sciences	\$64,354
Smith, Lloyd	Professor	Computer Science	\$91,124
Smith, Lucretia	Clinical Instructor	Nursing	\$61,275
Smith, Michele	Asst Professor	Counseling Lead & Spc Ed.	\$57,110
Smith, Tera	Lecturer	WP Instruction	\$35,598
Smotherman, Rebecca	Instructor NT	Counseling Lead & Spc Ed.	\$43,611
Sobel, Elizabeth	Assoc Professor	Sociology & Anthropology	\$58,532
Stafford, Gary	Sr Instructor NT	Mathematics	\$42,560
Stalnaker, Jo	Instructor NT	Computer Information Systems	\$40,800
Stanojevic, Vera	Professor	Mathematics	\$84,714
Stanton, Rhonda	Asst Professor	English	\$54,805
Starr, Cathy	Assoc Professor	Merch. & Fashion Design	\$66,571
Stein, James	Assoc Professor	Biomedical Sciences	\$108,491
Stepanova, Maria	Assoc Professor	Physics Astronomy & Mat. Sci.	\$64,378
Stewart, Tammy	Asst Professor	Library	\$41,810
Storochuk, Allison	Professor	Music	\$63,146
Stout, Michael	Assoc Professor	Sociology & Anthropology	\$59,187
Stowe, Michael	Sr Instructor NT	English	\$45,173
Strong, John	Professor	Religious Studies	\$73,158
Stulce, Tara	Clinical Instructor	Biomedical Sciences	\$40,800
Su, Wei-Han	Professor	Music	\$64,734
Su, Yingcai	Professor	Mathematics	\$79,073
Sukovaty, Lacy	Asst Professor	Agriculture	\$59,160
Sullivan, Patrick	Asst Professor	Mathematics	\$58,130
Sun, Linda	Instructor NT	Mathematics	\$38,031
Sun, Xingping	Professor	Mathematics	\$84,705
Suttmoeller, Michael	Asst Professor	Criminology	\$64,378
Sutton, Victoria	Instructor	Greenwood Lab School	\$44,184
Swearingen, Rebecca	Associate Professor	Reading Foundations & Tech.	\$75,978
Tassin, Kerri	Asst Professor	Accounting	\$121,203
Taylor, Darren	Instructor	Greenwood Lab School	\$44,607
Test, Joan	Assoc Professor	Childhood Ed & Family Studies	\$69,186
Thakur, Rajiv	Asst Professor	WP Instruction	\$40,049
Thomas, Steven	Professor	Management	\$107,299
Thomas-Tate, Shurita	Asst Professor	Comm. Sciences & Disorders	\$62,502
Thompson, Chris	Professor	Music	\$63,733
Thompson, Kip	Asst Professor	CHHS-Master of Public Health	\$59,670
Timson, Benjamin	Professor	Biomedical Sciences	\$82,054
Tinsley, Tonia	Asst Professor	Modern & Classical Languages	\$55,080
Tivener, Kristin	Clinical Instructor	Sports Med. & Athletic Train.	\$41,534

Towell, Jay	Asst Professor	WP Instruction	\$43,009
Trick, Abel	Asst Professor	WP Instruction	\$45,194
Turner, John	Sr Instructor NT	English	\$45,844
Turner, Jon	Asst Professor	Counseling Lead & Spc Ed.	\$57,110
Twibell, Andrew	Instructor NT	Media, Journalism & Film	\$47,427
Udan, Ryan	Asst Professor	Biology	\$55,552
Uribe-Zarain, Ximena	Asst Professor	Counseling Lead & Spc Ed.	\$56,100
Uruakpa-Nweke, Florence	Asst Professor	Biomedical Sciences	\$60,744
Utley, Rose	Professor	Nursing	\$85,508
Van Landuyt, Cathryn	Sr Instructor NT	Computer Information Systems	\$43,891
Van Ornum, Kimberly	Instructor NT	Mathematics	\$37,548
Vinton, Denise	Instructor	Greenwood Lab School	\$49,343
Visio, Michelle	Assoc Professor	Psychology	\$62,238
Vu, Duat	Assoc Professor	Art & Design	\$58,051
Wade, Lisa	Instructor	WP Allied Health Division	\$51,971
Wait, D. Alexander	Professor	Biology	\$69,910
Walker, Alicia	Visiting Instructor	Sociology & Anthropology	\$42,840
Walker, Elizabeth	Assoc Professor	Agriculture	\$67,315
Walker, Myrna	Clinical Instructor	Childhood Ed & Family Studies	\$42,566
Walker-Pacheco, Suzanne	Professor	Sociology & Anthropology	\$71,503
Wallace, J. Dane	Instructor NT	Modern & Classical Languages	\$40,834
Walstrand, Gwen	Professor	Art & Design	\$64,722
Walters, Heather	Instructor NT	Communication	\$40,962
Wanekaya, Adam	Assoc Professor	Chemistry	\$72,842
Wang, Fei	Asst Professor	Chemistry	\$56,100
Wang, Jianjie	Assoc Professor	Biomedical Sciences	\$63,215
Wang, Weiyan	Assoc Professor	Media, Journalism & Film	\$59,753
Wang, Yang	Professor	Computer Science	\$88,048
Ward, V. Jane	Instructor NT	Reading Foundations & Tech.	\$47,422
Weaver, Margaret	Professor	English	\$72,515
Webb, Gary	Professor	Agriculture	\$77,562
Weir, Cathie	Instructor	Greenwood Lab School	\$43,792
West, Bruce	Professor	Art & Design	\$82,119
Wheeler, Benjamin	Asst Professor	WP Instruction	\$43,860
Whipple, Tanya	Sr Instructor NT	Psychology	\$47,205
Whisenhunt, Brooke	Professor	Psychology	\$72,917
White, David	Assoc Professor	WP Instruction	\$56,493
White, Timothy	Assoc Professor	Media, Journalism & Film	\$60,507
Wickham, Cameron	Professor	Mathematics	\$82,643
Wiechert, Raegan	Asst Professor	Library	\$39,389
Wiggin, Sarah	Assoc Professor	Theatre & Dance	\$57,785
Williams, Joseph	Sr Instructor NT	Biomedical Sciences	\$47,422
Williams, Sarah	Asst Professor	Art & Design	\$53,751
Willis, Steven	Professor	Art & Design	\$64,865
Wilson, Daniel	Professor	Kinesiology	\$73,617
Winstead, Cynthia	Professor	Theatre & Dance	\$71,431
Wisdom, Barry	Professor	Management	\$111,845
Witte, Hugh	Assoc Professor	Finance & General Business	\$125,242
Wood, Gina	Clinical Asst Professor	Childhood Ed & Family Studies	\$46,749
Wood, Kelly	Professor	Communication	\$83,027
Woodard, Rebecca	Professor	Kinesiology	\$76,598

Wooden, Shannon	Professor	English	\$65,371
Worman, Frederick	Asst Professor	Sociology & Anthropology	\$53,751
Wright, Matthew	Assoc Professor	Mathematics	\$61,302
Wulff-Risner, Linda	Assistant Professor	WP Instruction	\$46,243
Yadon, Carly	Assoc Professor	Psychology	\$59,913
Yang, Zhiguo	Asst Professor	Computer Information Systems	\$117,300
Yarberry, Vonda	Professor	Art & Design	\$80,851
Yarckow-Brown, Ivy	Sr Instructor NT	Criminology	\$46,032
Yoshimatsu, Keiichi	Asst Professor	Chemistry	\$57,120
Yu, Hae Min	Asst Professor	Childhood Ed & Family Studies	\$57,110
Zalewska-Duszek, Iwona	Sr Instructor NT	Art & Design	\$45,381
Zhang, Ying	Assoc Professor	Finance & General Business	\$125,242
Zheng, Songfeng	Asoc Professor	Mathematics	\$61,302
Zimmerman, David	Asst Professor	Psychology	\$51,643
Zimmerman, Scott	Assoc Professor	Biomedical Sciences	\$70,462

Vote: _____ Yea
_____ Nay

MISSOURI STATE UNIVERSITY

III.F.5.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic employees, as itemized below, are effective July 1, 2016.

Executive, Managerial, Administrative, Professional and Non-exempt Staff

<u>Name</u>	<u>Department</u>	<u>Title</u>	<u>New Salary</u>
Abbey, Michael	Public Safety Officer	Safety & Transportation	\$28,035
Aberle, Joygrace	Medical Technologist	Taylor Health Center	\$47,778
Abney, Julie	Budget Officer	College of Hlth & Human Svcs	\$45,169
Adams, Karen	Executive Assistant III	Enrollment Management & Svcs	\$34,137
Adams, Lu	Crd Branch Campus Wp	WP Dean of Acad Affairs	\$44,018
Adamson, Benjamin	Asst Dir Athletics Comm	Athletics Communications	\$37,593
Adinegara, Veronica	Sr Graphic Designer-Publicatio	Publications	\$41,050
Adkins, Gilbert	On-Site Outreach Coord	Lebanon Center	\$35,307
Adkison, Robert	Admin Asst I	Res. Life Hous & Dining Svc	\$23,417
Admire, Glenna	Admin Asst II	History	\$29,326
Agee, Kevin	New Media Specialist	University Communications	\$35,306
Ailor, Shannon	Research Administration Spc	Research Administration	\$32,493
Akers, Leslie	Admin Assist II	Agriculture-Mtn Grv Campus	\$26,686
Akin, Yuka	Registered Nurse	Taylor Health Center	\$47,778
Alaimo, Ian	Technology Coordinator CHHS	College of Hlth & Human Svcs	\$73,440
Aleshire, Donnie	Maintenance Electrician	Fac Mgmt-Maintenance	\$36,827
Allard, Ginger	Library Associate II	Library	\$36,430
Alldridge, Barbara	Custodian I	Fac Mgmt-Custodial	\$28,189
Allen, Linda	Academic Admin Asst II	Chemistry	\$33,054
Allen, Sheila	Centralized User Supp Spc	Computer Services	\$41,878
Allgeier, Shane	Web Prog Anlys/Server Adm	Res. Life Hous & Dining Svc	\$44,029
Altic, Bruce	Custodian I	Res Life Hous & Din Svc-Fac	\$23,206
Amberg, Lucie	New Media Specialist	Web and New Media	\$27,793
Anderson Cooper, Amy	Accounting Specialist	PSU-Student Engagement	\$30,236
Anderson, Angela	Academic Admin Asst II	English	\$34,070
Anderson, LaTrisha	Administrative Spc II	Research Administration	\$19,945
Anderson, Rachel	Entrepreneurial Specialist	Research & Economic Develp	\$46,726
Anderson, Rayanna	Dir SBTDC	SBTDC	\$79,886
Anderson-Ituarte, Julie	Blindness Skills Specialist	SW Regional Prof Dev Ctr	\$55,858
Arens, Joseph	Enterprise System Administrato	Computer Services	\$59,461
Armstrong, Etta	Admin Asst II	MO Campus Compact	\$29,079
Armstrong, Joan	Dir Proj Access-Autism Prog Sp	Provost Office	\$70,347
Arnold, Albert	Systems Analyst	Computer Services	\$54,060
Arnold, Mark	Lib Sys Adm-Support Specialist	Library	\$60,660
Arnsmeier, David	Distrib User Supp Spc	College of Business	\$51,957
Arthur, Sandra	Executive Asst III	Provost Office	\$37,916
Atkinson, Susan	Athl Trainer-Athl, Med & Rehab	Athletic Medical & Rehab Svcs	\$38,594
Aufdembrink, Amymarie	Asst Dir, Academic Advisement	Advisement Center	\$46,925
Austin, Christopher	Web Designer	Web and New Media	\$39,032
Austin, Gayla	Administrative Spc II	Speech Lang Hearing Clinic	\$29,223
Avery, Calvin	Distance Learning Engineer Sup	Outreach Tech & Equipment	\$51,002

Avery, Leora	Asst Dir Financial Aid	Financial Aid	\$42,840
Axe-Douglas, Shari	Accounting Technician	Financial Services	\$29,738
Babington, April	Admin Asst III	Multicultural Services	\$31,102
Badovinac, Peter	Asst Coach	Athletics-Football-Men	\$51,000
Baer, Claudia	Accounting Specialist	Student Employment Service	\$30,453
Bailey, Sherry	Administrative Spc II	Registrar	\$30,991
Baker, Anne	Archivist	Library	\$48,731
Baker, James	VP Rsrch & Econ Dev & Int Prog	Research & Economic Develop	\$169,497
Balasundaram, Clement	Financial Reporting & Tech Spc	Financial Services	\$43,102
Balasundaram, Gautam	Procurement Card Coordinator	Procurement Services	\$38,358
Baldwin, Jennifer	Admission Evaluator	Admissions	\$29,326
Balisle, Jessica	Administrative Spc II	OPT	\$26,901
Ballard, Sheri	Sr Accountant-Analyst	Financial Services	\$45,900
Bampoe, Michel	Asst Dir Hr Benefits	Office of Human Resources	\$51,643
Barakat, Terry	ELI Academic Spc	English Language Institute	\$40,850
Barker, Angela	Instructional Tech Support Spc	College of Arts & Letters	\$58,148
Barlowe, Jason	Technology Spc Greenwood	Greenwood Lab School	\$39,305
Barnes, Joshua	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$26,737
Barnett, Cynthia	Dir Campus Recreation	Campus Recreation	\$63,336
Barnette, Megan	Admission Evaluator	Admissions	\$29,329
Barnhart, Mary	Custodian I	Fac Mgmt-Custodial	\$22,728
Barnts, Kelly	Admin Asst II	Athletics-Football-Men	\$29,183
Barnwell, Melinda	Patient Services Coordinator	Taylor Health Center	\$30,687
Barreau, Jacob	Asst Coach	Athletics-Volleyball-Women	\$34,577
Barton, Sheila	Project Mgr TAACCCT Grant WP	WP Dean of Acad Affairs	\$43,889
Bass, Randy	Pharmacist	Taylor Health Center	\$109,228
Bates, Dakota	Admission Counselor WP	WP Admissions	\$28,334
Baughman, Nelia	Executive Asst III	Dean of Students Office	\$33,649
Baumann, Denise	Assoc Dir Res Life House & Din	Res. Life Hous & Dining Svc	\$66,644
Baumgartner, Vernon	Custodian I	Plaster Stdt Union Physical Plnt	\$32,322
Beach, Jeremy	Radio Communications Officer	Safety & Transportation	\$28,578
Bean, Karla	Admission Crd-Acad Adv Nurs	WP Allied Health Division	\$34,672
Beck, Catherine	Administrative Spc III	Bear Claw	\$31,520
Becker, Brett	Systems Programmer WP	WP Info Technology Services	\$59,702
Becker, Kelly	Tech Support Specialist - WP	WP Info Technology Services	\$48,607
Bee, Thomas	Custodian I	Plaster Stdt Union Physical Plnt	\$21,438
Behling, Pamela	Administrative Spc II	Safety & Transportation	\$31,420
Bell, Deana	Custodian I WP	WP Physical Plant	\$23,685
Bell, Jonathan	Residence Hall Director	Hutchens House	\$35,001
Bellis, James	Asst to Head, Darr Schl Agr-St	Agriculture	\$61,678
Benford, Marilyn	Custodian I	Fac Mgmt-Custodial	\$22,249
Bennett, Drew	Chancellor, West Plains	WP Chancellor's Office	\$164,477
Benson, Tara	Assoc Dir PSU-Dir Stdt Engagem	PSU-Student Engagement	\$62,351
Bentley, Kunti	Program Crd, Mo Campus Comp	Mo Campus Compact	\$24,428
Benton, Alan	Centralized User Supp Spc	Computer Services	\$56,723
Benton, Kimberly	Accounting Technician	Bursars Office	\$34,653
Berra, Victorio	Enterprise System Administrator	Computer Services	\$53,550
Berry, Jessica	Assistant Teacher CDC	Child Development Center	\$21,737
Berry, Melissa	Assoc Dir Inst Equity&Complian	Institutional Equity & Comp	\$61,363
Bess, Mitchell	Administrative Spc II	Library	\$30,077
Betz, Nathan	Sr Systems Analyst	Computer Services	\$71,564

Beuerlein, Jennifer	Special Education Compliance	SW Regional Prof Dev Ctr	\$45,900
Bilyeu, Kristin	Sr Accountant-Analyst	Financial Services	\$45,900
Bingham, Bill	Custodian I	Res Life Hous & Din Svc-Fac	\$33,132
Bingham, Brent	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$27,934
Bird, Biff	Systems-Database Analyst WP	WP Info Technology Services	\$48,234
Bird, Donna	Academic Admin Asst II	WP Dean of Acad Affairs	\$33,097
Birkes, Sheryl	Administrative Spc II	Financial Aid	\$32,962
Black, James	Public Safety Officer	Safety & Transportation	\$29,064
Black, Troy	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$42,154
Blacksher, Julie	Academic Admin Asst II	Modern & Classical Languages	\$31,204
Blades, Heather	Assoc Dir Ctr For Dispute Reso	Communication	\$39,802
Blades, Jeremy	Microcomputer Support Adm	Computer Services	\$49,820
Blades, Melissa	Academic Admin Asst I	Geography Geology & Planning	\$24,489
Blake, Michael	Custodian I	Fac Mgmt-Custodial	\$29,067
Blakemore, Rhonda	Res Hall Host/Hostess	Kentwood Hall	\$17,493
Blankenship, Melissa	Asst Dir JQH Arena, HSC, PSC	Hammons Student Center	\$36,441
Bledsoe, Nathaniel	Postal Technician II	Postal Services	\$21,365
Blevins, Brian	Custodian I	Hammons Student Center	\$31,775
Blevins, Sarah	Custodian I	Res Life Hous & Din Svc-Fac	\$23,514
Blunt, Sherry	Residence Hall Receptionist	Kentwood Hall	\$23,947
Boaz, Ronald	Sr Assoc Athl Dir-Athl&Ent Fac	Hammons Student Center	\$95,880
Bodenhausen, Bradley	Asst VP Intl Pgms-Dir ILTC	International Programs	\$99,664
Boey, Jir	Head, Music and Media	Library	\$45,961
Boff, Rebecca	Custodian I	Fac Mgmt-Custodial	\$32,321
Bogart, Michele	Sr HR Records Technician	Office of Human Resources	\$36,720
Bohn, Timothy	Asst Dir Athl Comm	Athletics Communications	\$43,024
Bolin, Raymond	Projects Technician	Fac Mgmt-Maintenance	\$46,877
Bonds, Jim	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$36,767
Bonds, Nechell	Dir, Admissions	Admissions	\$88,261
Bonner, Lisa	Academic Admin Asst I	Biomedical Sciences	\$24,016
Boon, Austin	Acad Adv/Retention Spc CHHS	College of Hlth & Human Svcs	\$38,419
Boslaugh, Benjamin	Utilities Manager	Fac Mgmt-Maintenance	\$61,951
Bowen, Misty	Crd,Office of the Registrar	Registrar	\$38,419
Bowen, Tamra	Payroll Specialist	Financial Services	\$37,902
Bowles, Christina	Acad Advisor	Advisement Center	\$35,949
Bowman, Janet	Admin Asst II	OPT	\$33,477
Boyce, Ronald	Dir Track/Field & Cross Ctry	Athletics-Track-Women	\$74,298
Braden, Steven	Custodial Services Coordinator	Res Life Hous & Din Svc-Fac	\$46,929
Brandenburg, Teresa	Asst Dir Campus Rec-Fitness	Campus Recreation	\$39,988
Brandt, Kathryn	Accounting Technician	Financial Services	\$30,208
Branson, Debra	Assoc Dir Alumni Relations	Alumni Relations	\$54,805
Branton, Michelle	Dir of Developmental Ed WP	WP Dean of Acad Affairs	\$55,013
Brennan, Kelly	Executive Asst IV	Marketing & Communications	\$41,036
Breshears, Andrea	Academic Admin Asst II	Sociology & Anthropology	\$27,803
Breshears, Rhonda	Academic Admin Asst III	Agriculture	\$31,795
Brewer, Courtney	Residence Hall Director	Freudenberger House	\$33,660
Brewer, Kimberly	Assistant Teacher CDC	Child Development Center	\$20,928
Brewer, Robert	Head Athletics Coach	Athletics-Soccer-Women	\$52,314
Brewington, Cody	Non-credit Program Coordinator	Community Outreach	\$36,570
Bridges, Cindy	Crd Std Acad Adv Ctr WP	WP Student Advisement	\$47,427
Bridges, Kelly	Admin Asst II	Public Affairs	\$28,327

Bridges, Paul	Boiler Fireman	Fac Mgmt-Maintenance	\$35,000
Bridges, Phillip	ELI Academic Spc	English Language Institute	\$40,850
Brinkerhoff, Kris	Software Support Specialist WP	WP Info Technology Services	\$47,925
Britton, Richard	Custodian I	Res Life Hous & Din Svc-Fac	\$22,218
Brockman, Don	Physician Medical Staff	Taylor Health Center	\$129,795
Brockman, Megan	Accountant	Financial Services	\$38,373
Brokaw, Dawn	Academic Admin Asst III	Psychology	\$31,823
Brower, Shawn	HVAC Mechanic	Fac Mgmt-Maintenance	\$34,490
Brown, Abby	Admin Asst Residence Life&Serv	Res. Life Hous & Dining Svc	\$34,137
Brown, Billie	Custodian I	Fac Mgmt-Custodial	\$28,860
Brown, Candice	Licensed Practical Nurse	Taylor Health Center	\$37,138
Brown, Edward	Patrol Sergeant	Safety & Transportation	\$35,222
Brown, Jeffrey	Env Mgmt Tech/Recycling Crd	Environmental Health & Safety	\$33,560
Brown, Mack	Asst Coach	Athletics-Football-Men	\$61,934
Brown, Susan	Arena Patron & Event Svcs Crd	JQH Arena	\$37,790
Brown, William	Tech Support Specialist WP	WP Info Technology Services	\$46,916
Broyles, Thora	Preparatory Math Specialist-WP	WP Dean of Acad Affairs	\$38,880
Bryant, Stephanie	Dean	College of Business	\$197,372
Bryson, Laurie	Executive Asst I	College of Business	\$36,954
Bucher, Darrell	Public Safety Officer	Safety & Transportation	\$36,295
Buckner, Sally	Academic Admin Asst II	Reading Foundations & Tech	\$28,471
Burasco, Nico	Videographer/Editor	KSMU	\$32,571
Burger, Elisabeth	Admission Counselor	Admissions	\$30,820
Burke, Martin	Custodian I	Fac Mgmt-Custodial	\$22,728
Burney, Larry	Custodian I	Res Life Hous & Din Svc-Fac	\$32,321
Burton, Charles	Custodian I	Res Life Hous & Din Svc-Fac	\$23,349
Busby, Charles	Internet Specialist	Provost Office	\$47,615
Busby, Cindy K.	Academic Admin Asst II	Hospitality & Restaurant Admin	\$26,307
Busby, Cindy R.	Executive Asst IV	VP University Advancement	\$53,729
Butcher, Darla	Blindness Skills Specialist	SW Regional Prof Dev Ctr	\$52,020
Byrne, Siobhan	Crd of Apartment Living	Res. Life Hous & Dining Svc	\$44,370
Cabrera Hurtado, Juan	Spc Pgms Outreach Crd ELI	English Language Institute	\$34,887
Cabrera Hurtado, Kelly	Coordinator ILTC	International Programs	\$41,315
Cahoj, Richard	General Buyer, Drago Colleg-WP	WP Bookstore	\$29,326
Caldwell, Cheryl	Dir Univ Communications WP	WP Dir of Univ Comm	\$58,270
Caldwell, Kelly	Custodian I	Res Life Hous & Din Svc-Fac	\$21,958
Caldwell, Sarah	Mgr, Accts Payable-Budgeting	Financial Services	\$59,360
Calico, Dean	Custodian I	Fac Mgmt-Custodial	\$26,782
Callahan, Kimberly	Academic Admin Asst II	Finance & General Business	\$30,649
Camp, Susan	Dir Development And Sales	Juanita K Hammons Hall	\$33,726
Campbell, Garry	Custodian I	Fac Mgmt-Custodial	\$20,928
Campbell, Judith	Academic Admin Asst II	Counseling, Lead & Spc Ed.	\$33,656
Canella, John	Public Safety Officer	Safety & Transportation	\$33,803
Cantrell, Shelley	Scheduling Coordinator	VP Administrative Services	\$34,890
Caravella, David	Operations Coordinator FCTL	Faculty Ctr for Teach & Learn	\$52,631
Cardwell, Lisa	Clothing/Soft Goods Invent Spc	Bookstore	\$35,174
Cardwell, Thomas	Boiler Fireman	Fac Mgmt-Maintenance	\$37,393
Carl, Teresa	Executive Assistant I	College of Business	\$36,412
Carrington, Terri	Assoc Dir Project ACCESS	Provost Office	\$54,805
Carroll, Michael	Resource Crd Mmp	Social Work	\$33,560
Carson, Edward	Technical Director	Juanita K Hammons Hall	\$41,440

Carson, Erin	Academic Records Specialist	Registrar	\$28,762
Carson, Gay	Administrative Spc II	Nursing	\$31,164
Carter, Jonathan	Full Stack Developer/Engineer	Web and New Media	\$68,333
Carter, Thomas	Mgr Programming & Production	OPT	\$69,979
Casada, Debra	Custodian I	Fac Mgmt-Custodial	\$27,500
Case, William	Information Technologies Crd-T	OPT	\$56,496
Cassidy, Alyssa	VESTA Missouri Coordinator	Agriculture	\$35,700
Cataldo, Monica	Traffic Coordinator	OPT	\$34,680
Cates, Jared	Crd Student Life & Dev WP	WP Student Life	\$40,800
Cavitt, Anyta	Acad Advisor WP	COE-Education Advisement	\$32,640
Chambers, Jeffery	Grounds Foreman	Fac Mgmt-Grounds	\$33,944
Champagne, Leslie	Administrative Spc II	College of Education	\$28,759
Chandler-Clayton, Cynthia	Academic Admin Asst II	Physician Assistant Studies	\$32,671
Chapman, David	Construction Technician	Fac Mgmt-Maintenance	\$33,151
Chastain, William	HVAC Mechanic	Fac Mgmt-Maintenance	\$37,613
Chavez, Katrina	Crd, Office of the Registrar	Registrar	\$38,419
Cheek, Julie	Academic Admin Asst III	Art & Design	\$36,606
Chen, Li-Ling	Research Specialist II	Agriculture	\$33,263
Chester, Jarrad	Crd Outdoor Adventures	Campus Recreation	\$38,556
Childress, Priscilla	Crd Parent and Family Programs	New Student and Family Prgm	\$45,169
Childs, Elaina	Information Spc-Financial Aid	Financial Aid	\$29,326
Chism, Richard	Public Safety Officer	Safety & Transportation	\$27,549
Chorn, Gary	Asst Dir Fac Mgt, Maintenance	Fac Mgmt-Maintenance	\$64,260
Chorn, Malynda	Material & Inventory Contro Sp	Facilities Management	\$34,830
Christian, Donna	Dir Internal Audit & Complianc	Internal Audit & Compliance	\$102,653
Clark, Donald	Custodial Supervisor	Res Life Hous & Din Svc-Fac	\$37,397
Clark, James	Groundskeeper	Fac Mgmt-Grounds	\$33,993
Clark, John	Asst Dir Fac Mgt, Grounds	Fac Mgmt-Grounds	\$54,847
Clark, Kaye	Assistant Teacher CDC	Child Development Center	\$20,928
Clark, Kimberly	Admin Asst II	Development Office	\$30,252
Clark, Lisa	Dir Planned Giving	Development Office	\$73,776
Clark, Sara	Dir, Web and New Media	Web and New Media	\$76,467
Claussen, Patty	Financial Aid Counselor	Financial Aid	\$39,555
Clements, Melinda	Res Hall Host/Hostess	Freudenberger House	\$22,534
Clouse, Kari	Admin Asst II	Hammons House	\$27,156
Clouse, Nick	Media Systems Technician	Faculty Ctr for Teach & Learn	\$37,840
Cobban, Jean	Administrative Spc III	Advisement Center	\$28,641
Cockrum, Angela	Telecommunications System Adm	Networking & Telecom	\$46,261
Coffman, Steven	Centralized User Supp Spc	Computer Services	\$41,878
Colip, Katie	Crd Res Life-Student Success I	Res. Life Hous & Dining Svc	\$40,800
Collier, Ellen	Custodian I	Res Life Hous & Din Svc-Fac	\$23,247
Collins, Alyssa	Procurement-HR Spc WP	WP Business Office	\$37,091
Collins, CJ	Systems-Database Analyst WP	WP Info Technology Services	\$48,234
Collins, David	Head Athletics Coach	Athletics-Swimming-Men	\$62,384
Collins, Kileene	Admin Asst II	WP Student Services	\$26,171
Combs, Cheryl	Financial Aid Crd-Std Emplmnt	Student Employment Service	\$37,416
Combs, Theresa	Records & Registration Asst	WP Registration & Records	\$29,326
Compton, Pamela	Res Hall Host/Hostess	Wells House	\$17,634
Conlon, Shannon	Library Associate II	Library	\$35,903
Cook, Caryn	Academic Admin Asst II	Sports Med & Athletic Train	\$27,488
Cook, Sheila	Administrative Spc II	Financial Aid	\$27,156

Cooksey, Floyd	Custodian I	Fac Mgmt-Custodial	\$26,789
Coombes, Andrew	Acad Adv/Retention Spc COB	College of Business	\$32,708
Coones, Jacquelyn	Dir of Development	Development Office	\$57,110
Cooper, Lisa	Custodian I	Fac Mgmt-Custodial	\$22,728
Cope, Megan	Acad Adv/Retention Spc COB	College of Business	\$33,150
Copeland, Karen	Administrative Spc II	Outreach Registration	\$34,861
Cordell, Tyler	Res Hall Host/Hostess	Sunvilla Tower	\$20,803
Cornelison, Lauren	Jr Research Scientist-Jvic	Ctr For Biomed & Life Sciences	\$33,660
Cornelius, Sherri	Executive Asst II	College of Business	\$32,164
Cornell, Gary	Warehouse & Delivery Clerk	Property Control	\$23,979
Cortez, Willie	Maintenance General Mechanic	Fac Mgmt-Maintenance	\$31,705
Coughlin, Sean	Asst Coach	Athletics-Football-Men	\$72,502
Coulter, Terrie	Admin Asst II	Athletics-Basketball-Women	\$29,059
Coverston, Alicia	ELI Admissions Specialist	English Language Institute	\$31,705
Cowden, Dennis	Public Safety Officer	Safety & Transportation	\$36,421
Cox, Erica	Laboratory Supervisor CNAS	Bull Shoals Field Station	\$45,134
Cox, Jennifer	Assoc Dir Facilities Management	Facilities Management	\$70,133
Cox, Ronda	Administrative Spc I	Greenwood Lab School	\$24,387
Cozort, Carol	Professional Developer	SW Regional Prof Dev Ctr	\$45,900
Crabtree, Mark	Distributed User Sup Spc	College of Arts & Letters	\$41,878
Craig, Christopher	Assoc Prov-Faculty & Acad Aff	Provost Office	\$142,394
Craig, Rebecca	Financial Aid Counselor, WP	WP Financial Aid	\$31,277
Creson, Michelle	Financial Aid Technician	Financial Aid	\$31,189
Crews, Carrie	Admin Asst II	Agriculture	\$34,355
Crews, Jennifer	Dir Prospect Mgt & Research	Advancement Services	\$53,325
Crockett, Jeffrey	Public Safety Officer	Safety & Transportation	\$28,035
Crockett, Jonathan	Maintenance Carpenter	Facilities Management	\$31,121
Crowe, Danny	Custodian Apprentice	Res Life Hous & Din Svc-Fac	\$18,907
Culbertson, Cory	Custodian I	Fac Mgmt-Custodial	\$20,928
Culver, Sandra	Dir Business Advisement Center	College of Business	\$59,084
Culver, Victoria	Asst Dir Stdt Engagement-Progr	PSU-Student Engagement	\$36,705
Cummings, Valerie	Dir Mktg & Promotns-Access	Outreach Pub & Marketing	\$49,595
Cunningham, Kym	Res Hall Host/Hostess	Woods House	\$17,649
Curry, Matthew	Dir CASE	Jordan Valley Innovation Center	\$91,191
Curtis, Ginger	Administrative Spc II	Financial Aid	\$27,861
Curtis, Lamar	Collection Coordinator	Financial Services	\$49,470
Cutbirth, Suzanne	Professional Developer	SW Regional Prof Dev Ctr	\$75,405
Dake, Pamela	Academic Admin Asst II	Merch & Fashion Design	\$29,927
Dalton, Kelly	Sr Accountant-Analyst	Financial Services	\$49,980
Dalton, Nicole	Accounting Technician	Financial Services	\$29,322
Dane, Michelle	Accounting Technician	Financial Services	\$28,904
Daniels, Amy	Accounting Technician	Financial Services	\$28,904
Daniels, Thomas	Custodian I	Res Life Hous & Din Svc-Fac	\$28,860
Darabi, Rachelle	Assoc Prov Stdt Dev & Pub Affa	Stu Develop & Public Affairs	\$137,676
Datema, Anna	Executive Assistant I	College of Business	\$36,112
Datema, Timothy	Bookstore Ship & Rcvg/PawP Spv	Bookstore	\$32,734
Davidson, Bradley	Distributed User Supp Spc	International Programs	\$42,398
Davis, Belinda	Non-Credit Program Crd	Community Outreach	\$39,492
Davis, Janet	Academic Admin Asst I	Marketing	\$24,494
Davis, Kathy	Dir Advisement Center	Advisement Center	\$71,754
Davis, Ronald	Custodian I	Res Life Hous & Din Svc-Fac	\$32,398

Davis, Ruth	Public Safety Officer	Safety & Transportation	\$28,035
Davis, Sarah	Admin Asst II	SBTDC	\$26,350
Davis-Cunningham, Margrie	Custodian I	Fac Mgmt-Custodial	\$20,928
Daws, Kaleb	Athletics Equipment Stores Spc	Intercollegiate Athletics	\$26,838
Day, Kaya	Academic Admin Asst II	Physical Therapy	\$28,028
Day, Lori	Sr Admission Evaluator	Admissions	\$32,289
Day, Patrick	Crd of Operations And Systems	Computer Services	\$77,587
DeBoef, Ryan	Chief of Staff-Asst to Pres Gov	President's Office	\$144,858
Deckard, Shelly	Executive Asst III	Research & Economic Develop	\$38,660
Decker, James	ELI Academic Spc	English Language Institute	\$40,850
Deever, Nakia	Custodian I	Fac Mgmt-Custodial	\$20,928
Dembele, Moussa	Custodian I	JQH Arena	\$25,348
Depriest, Christopher	Technical Director Theatre&Dan	Theatre & Dance	\$44,513
Derby, Norma	Information Spc-Financial Aid	Financial Aid	\$29,342
Derrick, Noel	Custodian I	Res Life Hous & Din Svc-Fac	\$29,879
Derricks, Shannon	Asst Dir Athl, Med & Rehab Svc	Athletic Medical & Rehab Srvs	\$51,918
Dettmers, Crystal	Administrative Spc II	Office of Human Resources	\$26,171
Devault, Guy	Groundskeeper/Arborist	Fac Mgmt-Grounds	\$36,378
Dewberry, Jane	Sr Internal Auditor	Internal Audit & Compliance	\$71,502
Dickison, Lynn	Sr Enterprise Systems Administ	Computer Services	\$75,014
Dionne, Dawn	Food Services Manager, WP	WP Food Service	\$33,436
Dirks-Ham, Chelsea	Asst Coach	Athletics-Swimming-Men	\$36,397
Dixon, Kimberly	Admin Asst II	Facilities Management	\$27,058
Dixon, Stephanie	Academic Admin Asst III	Music	\$29,156
Dixon, Tamarah	Asst Dir Student Conduct	Office of Student Conduct	\$40,800
Dixon, Tammy	Mental Health Clinician	Counseling Center	\$49,601
Dockery, Rachael	General Counsel	General Counsel	\$157,220
Doennig, Eric	Asst Dir Athletics Comm	Athletics Communications	\$38,058
Donelson, Randy	Access Control Specialist	Fac Mgmt-Maintenance	\$36,753
Donham, Debra	Admin Asst I	Advancement Services	\$25,259
Donnellan, Debra	Executive Asst IV	VP Administrative Services	\$51,953
Donnelson, Nicki	Asst Dir University Comm	University Communications	\$44,880
Dotson, Brandy	Custodian I	Plaster Stdt Union Physical Plnt	\$22,766
Dotson, Seth	Custodian I	Plaster Stdt Union Physical Plnt	\$23,295
Douglas, Addie	Custodian I	Campus Recreation	\$31,519
Douglas, Jennifer	Accounting Specialist	Bookstore	\$28,641
Dover, Susan	Admission Evaluator Grad Colle	Graduate College	\$33,958
Drennan, Sally	Teacher, CDC	Child Development Center	\$29,326
Dressler, Howard	Preventative Maint Coordinator	Fac Mgmt-Maintenance	\$40,342
Driskell, Russell	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$36,079
Driskell, Vickie	Public Relations Specialist WP	WP Dir of Univ Comm	\$37,235
Dubinsky, Julie	Assoc Dir HR	Office of Human Resources	\$72,863
Dubree, Kimberly	Crd Educational Field Exp	COE-Education Field Exp	\$43,860
Dudley, Larry	Distributed User Supp Spc	College of Education	\$53,161
Dunn, Kevin	Asst Coach	Athletics-Volleyball-Women	\$51,918
Dunn, William	VP For University Advancement	VP University Advancement	\$152,945
Durden, Joni	Academic Admin Asst II	Biology	\$31,717
Durden, Karen	Library Associate I	Library	\$33,092
Eagleman, Laketa	Admin Asst II	Childhood Ed & Family Studies	\$28,851
Earl, Melanie	Dir Annual Funds	Development Office	\$58,577
East, Stephanie	Sr Pharmacy Technician	Taylor Health Center	\$31,878

Easter, Lauren	Asst Dir Campus Rec-Rec Sports	Campus Recreation	\$39,994
Eddy, Glenda	Executive Assistant I	Research & Economic Develp	\$32,431
Edmond, Brian	Sr Systems Analyst	Computer Services	\$66,361
Edmondson, Elizabeth	Administrative Spc III	Safety & Transportation	\$30,658
Edwards, Adam	Groundskeeper	Fac Mgmt-Grounds	\$23,556
Edwards, Christine	Library Associate I	Library	\$30,118
Edwards, Daniel	HVAC Mechanic	Fac Mgmt-Maintenance	\$41,497
Edwards, Mark	Custodian I	Fac Mgmt-Custodial	\$22,728
Edwards, Michael	Crd Graduate Admissions	Graduate College	\$35,812
Egan, Michael	Property Control Manager	Property Control	\$40,814
Eisenhauer, Isabel	Asst Dir SBTDC	SBTDC	\$63,111
Eisman, Karen	Academic Admin Asst II	Computer Information Systems	\$27,539
Ekhause, Mary	Postal Technician I	Postal Services	\$23,247
Elders, Vicki	Administrative Spc I	Career Center	\$20,992
Elliott, Cindy	Admin Asst II	Physical Therapy	\$27,855
Elliott, Elizabeth	Academic Admin Asst I	Physician Assistant Studies	\$25,089
Elliott, Robert	Custodian I WP	WP Physical Plant	\$23,703
Ellis, Carol	Course Materials Buyer	Bookstore	\$32,469
Ellis, Deborah	Admin Asst II	Res. Life Hous & Dining Svc	\$34,729
Ellison, Margaret	Custodian I	Fac Mgmt-Custodial	\$25,054
Ellison, Tyrone	Custodian I	Fac Mgmt-Custodial	\$24,015
Elrod, Keri	Crd Fitness & Athletic Tr WP	WP Aquatics-Wellness	\$44,909
Embretson, Scott	Customer Service Manager	Bookstore	\$39,631
Emeric, Bruce	Project Manager-Architect	Planning, Design & Constr	\$65,493
Emery, Jeremy	Field & Maint. Crew Leader	Agriculture-Mtn Grv Campus	\$27,747
Emrie, Gail	Acad Advisor-Prog Crd History	History	\$26,958
Endicott, Jordan	Academic Admin Asst II	Political Science	\$27,087
Englert, Andrew	Patrol Lieutenant	Safety & Transportation	\$47,476
Englis, Christie	Academic Admin Asst II	English	\$34,665
Epperson, Tracey	Boiler Fireman	Fac Mgmt-Maintenance	\$32,640
Erdman, Shawn	Acad Adv-Mkt & Recruitment Spc	Hospitality & Restaurant Admin	\$35,304
Erfling, Dennis	Maintenance Electrician	Fac Mgmt-Maintenance	\$38,086
Erickson, Janet	Library Associate I	Library	\$35,730
Espy, Brenda	Admin Asst IV	Intercollegiate Athletics	\$38,717
Essel, Paul	Sr Accountant-Analyst	Financial Services	\$49,980
Estes, Rebecca	Admin Asst II	WP Student Advisement	\$27,549
Eth, Joe	Programmer/Analyst	Computer Services	\$59,638
Ettinger, Lawrence	Custodian I WP	WP Physical Plant	\$28,296
Euglow, Todd	Career Resources Specialist	Career Center	\$40,049
Evans, Kelly	Financial Aid Coordinator	Financial Aid	\$38,507
Evans, Paul	Asst Coach	Athletics-Baseball-Men	\$63,846
Evans, Vicki	Accounting Specialist	Library	\$35,849
Eversoll, Norwin	HVAC Mechanic	Fac Mgmt-Maintenance	\$42,475
Ewert, Debbie	Telecommunications Svc Crd	Networking & Telecom	\$64,615
Ewy, Timothy	Centralized User Supp Spc	Computer Services	\$42,085
Faith, Jonathan	HVAC Mechanic	Fac Mgmt-Maintenance	\$34,320
Falls, Berlin	Custodian I	Fac Mgmt-Custodial	\$33,132
Falls, Karen	Custodian I	Fac Mgmt-Custodial	\$32,090
Fan, Lori	Exec Dir Alumni Relations	Alumni Relations	\$90,270
Farmer, Jennifer	Assistant Teacher CDC	Child Development Center	\$21,529
Farris, Robin	Clinic Dir Center City Cn	Counseling, Lead & Spc Ed.	\$47,202

Faucett, David	Community Planner	Ctr Resource Planning & Mgmt	\$37,263
Ferber, Jason	Videographer/Editor	OPT	\$37,616
Ferguson, Michael	Foreman Meyer Alumni Center	Alumni Relations	\$47,752
Ferguson, Suzann	Career Resources Specialist	Career Center	\$42,655
Ferguson, Wendy	Exec Dir Development	Development Office	\$97,826
Fiedler, Scott	Dir Student Svcs-Cert Off	COE-Education Certification	\$67,574
Fieker, Dylan	Public Safety Officer	Safety & Transportation	\$26,171
Fife, Jordan	Head Athletics Coach	Athletics-Track-Women	\$41,534
Finch, Ken	Custodian I	Fac Mgmt-Custodial	\$32,322
Fischer, Scott	Library Associate I	Library	\$29,052
Fischer, Vicki	Administrative Spc II	Advancement Services	\$29,616
Fisher, Michael	Production Manager	Faculty Ctr for Teach & Learn	\$45,994
Fletcher, Glenn	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$38,253
Flores, Tamara	Administrative Spc II	Institutional Research	\$27,572
Flosi, Michael	Programmer/Analyst	Computer Services	\$54,614
Ford, Luke	Public Safety Officer	Safety & Transportation	\$28,035
Forester, Carol	Administrative Spc II	Safety & Transportation	\$27,549
Forshee, Bryan	Tech & Constructn Mgt Lab Tech	Tech & Construction Mgmt	\$44,826
Fortney, David	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$31,414
Foster, Karen	Admin Asst IV	Plaster Student Union Admin	\$37,289
Foster, Kurtis	ELI Academic Spc	English Language Institute	\$38,419
Foucart, Stephen	Chief Financial Officer	Financial Services	\$160,532
Fox, Daniel	Asst Dir PSU-Fac & Operations	Plaster Student Union Admin	\$35,700
Fox, Michael	Telecommunications Technician	Networking & Telecom	\$36,715
Francka, Jacob	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$40,336
Francka, Samantha	Marketing & Web Specialist RED	International Programs	\$39,050
Franklin, Rhonda	Health Information Assistant	Taylor Health Center	\$28,718
Franks, Claudia	Instructional Specialist	SW Regional Prof Dev Ctr	\$49,017
Frederick, Susan	Assoc Head Athletics Coach	Athletics-Softball-Women	\$42,158
Frederick, Teresa	Asst Dir Res Life Facil & Oper	Res. Life Hous & Dining Svc	\$53,225
Freeman, Andrea	Executive Assistant III	VP Administrative Services	\$34,948
Frevert, Brandon	Asst Box Office Manager	Juanita K Hammons Hall	\$33,055
Frey, Jeremiah	Head Strength & Cond Coach	Athletics Strength & Cond	\$48,117
Frietchen, Mark	Project Manager-Prof Engineer	Planning, Design & Constr	\$81,715
Fritz, Dean	Patrol Sergeant	Safety & Transportation	\$34,320
Fritz, Marla	Academic Admin Asst I	Chemistry	\$23,974
Frizell, Michael	Dir Stdt Learning Services	Bear Claw	\$61,695
Funderburk, Stacey	Dir Publications	Publications	\$60,598
Furtak, Emily	Library Associate II	Library	\$32,978
Galanes, Gloria	Dean	College of Arts & Letters	\$141,645
Gallion, Deborah	Dir Marketing & Promotions	Juanita K Hammons Hall	\$61,394
Garbisch, Alisa	Asst Dir Res Life-Student Succ	Res. Life Hous & Dining Svc	\$49,832
Garcia, Andrew	Custodial Support Supervisor	Res Life Hous & Din Svc-Fac	\$35,700
Garcia, Josefina	Sr Accountant-Analyst	Financial Services	\$47,940
Gardner, Hobart	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$31,093
Garland, Diana	Director of Learning Commons	Bear Claw	\$57,376
Garman, Stephen	Financial Aid Counselor	Financial Aid	\$34,814
Garretson, Kori	Admin Asst I	Hammons House	\$23,655
Garrett, Filip	Physician Medical Staff	Taylor Health Center	\$142,138
Garton, Andrew	Dir of Development	Development Office	\$59,706
Garton, Edwin	Instructional Tech Support Spc	College of Education	\$61,470

Geiger, Lacey	Open Course Coordinator	i Courses	\$38,953
George, Liban	India Operations Specialist	International Programs	\$35,700
George, Robert	Public Safety Officer	Safety & Transportation	\$36,691
Gibbs, William	Res Hall Host/Hostess	Scholars House	\$17,493
Gibson, Deana	Academic Admin Asst III	Geography Geology & Planning	\$34,347
Gibson, Lisa	Assoc Dir International Svcs	International Services	\$46,744
Gieselmann-Holthaus, Tracie	Library Associate III	Library	\$35,266
Giles, Chelsey	Assoc Dir Stdt Financial Aid	Financial Aid	\$61,194
Gilsten, Heather	Admin Asst II	Computer Services	\$27,023
Gipson, Corey	Asst Coach	Athletics-Basketball-Men	\$85,680
Girdley, Robert	Grndskpr-Gen Maint Worker WP	WP Physical Plant	\$31,108
Gladden, Monte	HVAC Mechanic	JQH Arena	\$45,115
Glaessgen, Tracey	Asst Dir First Year Programs	First Year Programs	\$44,428
Glidewell, Elizabeth	Research Specialist II	Biology	\$32,674
Glynn, Timothy	Custodian I	Res Life Hous & Din Svc-Fac	\$24,305
Gochenauer, Kristan	Secretary to Board of Governors	President's Office	\$63,240
Goeringer, Rebecca	Accounting Specialist	Taylor Health Center	\$30,232
Goerndt, Angela	Vivarium Technician	Research Administration	\$25,459
Goin, Kelsey	ELI Special Programs Crd	English Language Institute	\$34,063
Goldade, Lois	Admin Asst II	Intercollegiate Athletics	\$32,608
Golden, Mary	Executive Asst IV	Provost Office	\$48,334
Gong, Xiao'ou	China Programs Specialist-COBA	College of Business	\$43,860
Gonzalez, Morgan	Academic Admin Asst II	Counseling, Lead & Spc Ed.	\$27,262
Good, William	Distributed User Supp Spc	College of Natl & App Science	\$43,130
Gooden, James	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$33,160
Goodman, Melissa	Financial Aid Counselor	Financial Aid	\$35,114
Goodwin-Santo, Debra	Administrative Specialist I	VP University Advancement	\$26,661
Gordon, Grayson	Campus Web/Database Spc, WP	WP Info Technology Services	\$53,005
Gordon, Nancy	Asst Dir Faculty Ctr Teaching	Faculty Ctr for Teach & Learn	\$63,752
Graham, Alexandra	Writing Specialist-WP	WP Dean of Acad Affairs	\$38,711
Graham, Christy	Executive Asst III	Graduate College	\$46,436
Graham, Diana	Custodian I	Res Life Hous & Din Svc-Fac	\$21,216
Graham, Phillip	Copy Center Supervisor	Copy This	\$38,178
Gray, Monica	Admin Asst II	Development Office	\$29,106
Green, Carol	Business Intelligence Spc-IR	Institutional Research	\$39,987
Green, Marian	Administrative Spc II	College of Education	\$29,559
Greenfield, Robert	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$31,705
Greim, Kevin	Sr Dir Athletics Development	Development Office	\$73,639
Grevillius, Jeffrey	Clothing/Soft Goods Manager	Bookstore	\$48,154
Grider, Jimmie	Box Office/Business Mgr.	Juanita K Hammons Hall	\$46,578
Grier, Terry	Admin Asst II	Dean of Students Office	\$27,549
Griffin, Margie	Executive Assistant I	WP Dean of Acad Affairs	\$30,578
Griffith, Alexes	Custodian I	Fac Mgmt-Custodial	\$21,365
Griffith, Deborah	Custodian I	Fac Mgmt-Custodial	\$26,070
Grindstaff, Brian	Experimental Machinist	College of Natl & App Science	\$47,264
Gross, Tracy	Professional Developer	SW Regional Prof Dev Ctr	\$45,900
Grosso, Karen	Asst Dir TRIO Stdt Support Svc	TRIO	\$45,320
Guinn, Kristina	Immigration Support Coordinat	International Services	\$42,267
Guttin, Keith	Head Athletics Coach	Athletics-Baseball-Men	\$117,770
Gwynn, Ryan	Custodian I	Fac Mgmt-Custodial	\$21,365
Hachman, Shannon	Administrative Spc II	Disability Resource Center	\$27,480

Hackeson, Michael	Network Analyst	Networking & Telecom	\$55,644
Hackworth, Michel	Manager,Grants & Cap Proj Acc	Financial Services	\$59,371
Hader, William	IT Administrator RED	International Programs	\$55,387
Haik, Shellee	Adm Crd-Acad Adv,Nurse Anesthe	Biomedical Sciences	\$34,771
Hains, Arthur	University Marketing Spec	Marketing & Communications	\$60,915
Hale, Arnold	Maintenance Painter	Fac Mgmt-Maintenance	\$41,676
Hale, Beth	Sr Accountant-Analyst	Financial Services	\$47,940
Hale, Carole	Academic Admin Asst II	Accounting	\$34,356
Hall, Jamie	Executive Asst III	Missouri State Outreach	\$35,017
Hall, John	Acad Adv-Mkt,Rec&Reten Spc	Adult Student Services	\$38,687
Hall, Milly	Custodian I WP	WP Physical Plant	\$23,703
Hallgren, Deanna	Dir Child Development Center	Child Development Center	\$53,899
Hames, Jennifer	Admin Asst III	Greenwood Lab School	\$31,316
Hamilton, Timmarie	Prog Crd MMP	Social Work	\$38,378
Hamman, Bradley	Systems Analyst	Computer Services	\$61,372
Hammers, Michael	Utility Locate Coordinator	Fac Mgmt-Maintenance	\$43,545
Hamon, Pascal	ELI Academic Director	English Language Institute	\$51,918
Hamric, Randal	Physician Medical Staff	Taylor Health Center	\$131,742
Handley, Scott	Asst Dir Honors College	Honors College	\$49,003
Haney, Lisa	Program Manager MAS	Ctr for Archeological Research	\$38,730
Hankins, Amy	Library Associate II	Library	\$34,359
Hanley, Rodney	Copy Center/Mail Clerk	Postal Services	\$22,737
Hanson, Vicki	Equity & Compliance Investigat	Institutional Equity & Comp	\$32,760
Harbaugh, Rebecca	Assoc Registrar, Operations	Registrar	\$54,861
Hardcastle, Joseph	Custodian I	Res Life Hous & Din Svc-Fac	\$20,928
Hardie, Kimberly	Admin Asst II	Printing Services	\$30,848
Hardin, Jonathan	Laboratory & Stores Supv Chem	Chemistry	\$34,476
Haring, Katherine	Enrollment & Recruit Mgr COB	College of Business	\$41,534
Harp, Patrick	Computer Operator	Computer Services	\$35,055
Harper, Jonathan	Asst Coach	Athletics-Basketball-Women	\$79,045
Harper, Kellie	Head Athletics Coach	Athletics-Basketball-Women	\$238,823
Harris, Marceda	Academic Records Specialist	Registrar	\$29,604
Harris, Stephen	Custodial Foreman WP	WP Physical Plant	\$28,735
Harrison, Rebecca	Accountant	International Programs	\$33,747
Harsen, Mark	Dir Networking & Telecommunica	Networking & Telecom	\$87,977
Harter, Sharon	Residence Hall Receptionist	Monroe Apartments	\$21,852
Hartzler, Nathan	Distributed User Supp Spc	Media, Journalism & Film	\$42,505
Harvey, Scott	Dir News-Content Crd, KSMU	OPT	\$52,676
Harvey, Terrill	Course Materials Buyer	Bookstore	\$31,740
Haselden, Laura	Admin Asst I	Wells House	\$23,325
Hash, Kathleen	Admissions Counselor	Admissions	\$30,826
Hauff, Brian	Project Manager-Architect	Planning, Design & Constr	\$72,026
Hauschildt, Mitchell	Prevention Rehab Phys Perf Crd	Athletic Medical & Rehab Svcs	\$47,108
Hawkins, Derrick	HVAC-Food Svc Equip Mechanic	Fac Mgmt-Maintenance	\$36,216
Hawkins, Jordan	Sr Research Sci-JVIC	Ctr For Biomed & Life Sciences	\$47,570
Hawkins, Ross	Asst Dir Acad Adv Ctr-Transfer	Advisement Center	\$46,925
Hawkins, Thomas	Custodian I	Fac Mgmt-Custodial	\$21,365
Hayes, Frances	Administrative Spc II	Juanita K Hammons Hall	\$30,671
Haymans, Leonard	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$31,705
Haynes, Tabitha	Marketing and Data Comm Spc	VP Diversity & Inclusion	\$46,479
Hays, Brian	Distributed User Supp Spc	College of Natl & App Science	\$50,984

Heath, Robert	Physician Medical Staff	Taylor Health Center	\$142,058
Heaton, Brian	Content Mgt Programmer/Analyst	Web and New Media	\$65,712
Hendershott, Dennis	Warehouse & Delivery Clerk	Property Control	\$26,257
Henderson, Tabitha	Academic Admin Asst II	Management	\$27,539
Hendrickson, Donald	Advancement App & Data Analyst	Advancement Services	\$42,394
Henline, Jamie	Asst Membership Manager	KSMU	\$37,448
Henne, Cassandra	Clinical Education Crd -AHEC	Research Administration	\$33,992
Henry, Brian	Maintenance Foreman	Fac Mgmt-Maintenance	\$45,651
Henry, Leslie	Groundskeeper	Fac Mgmt-Grounds	\$34,004
Hensley, Ronald	Supt of Physical Plant, WP	WP Physical Plant	\$58,021
Hensley, Tara	Records & Registration Asst	WP Registration & Records	\$29,235
Hensley, Teresa	Accounting Technician WP	WP Business Office	\$32,083
Henson, Jeremy	Centralized User Supp Spc	Computer Services	\$41,878
Hernandez, Sammie	Residence Hall Receptionist	Hammons House	\$21,852
Herring, Ann	Dir Registration Services	Outreach Registration	\$46,778
Heslip, Chris	Warehouse & Delivery Clerk	Property Control	\$22,528
Hesse, Holly	Head Athletics Coach	Athletics-Softball-Women	\$72,910
Hicks, Vickie	Corp Relations Spc COB	College of Business	\$59,126
High, Carrie	Custodian I	Fac Mgmt-Custodial	\$24,204
Hill, Julie	Asst Dir PSU-Bldg Svs & Stdt T	Plaster Student Union Admin	\$41,189
Hill, Patrick	Studio Shop Maintenance Spc	Art & Design	\$33,145
Hill, Sheryl	Residence Hall Receptionist	Hutchens House	\$22,943
Hoener, Jeff	IT Support Administrator	Computer Services	\$46,530
Hoff, Nathan	Assoc Registrar, Deg Prgms & A	Registrar	\$58,141
Hofferth, Megan	Dir of Mkt & Promo-Athletics	Intercollegiate Athletics	\$33,150
Hoffmeyer, Joseph	Energy Mgt Technician	Fac Mgmt-Maintenance	\$46,712
Hoggarth, Joshua	Custodian I	Res Life Hous & Din Svc-Fac	\$21,438
Holdt, Betty	Custodian I	Fac Mgmt-Custodial	\$27,500
Holdt, Don	Custodian I	Fac Mgmt-Custodial	\$27,500
Holland, Sharon	Bookstore Manager WP	WP Bookstore	\$43,889
Holley, Catherine	Admin Asst II	Study Away	\$28,196
Holmer, Nancy	Library Associate II	Library	\$36,329
Holmes, Chad	Distributed User Supp Spc	College of Hum & Pub Affairs	\$42,184
Holt, Shannon	Asst Registrar, Records & Regi	Registrar	\$43,611
Homeyer, Taylor	Admission Counselor	Admissions	\$30,826
Honeycutt, Pamela	Admin Asst II	Safety & Transportation	\$27,368
Hook, Joi	Accounting Specialist	SW Regional Prof Dev Ctr	\$28,448
Hope, Marsha	Information Supv Admissions	Admissions	\$34,704
Hopper, Donald	Tech/Supply Buyer-Tech Spt Spc	Bookstore	\$35,916
Hornberger, Robert	Asst VP Enroll Mgt&Svs/Regis	Registrar	\$87,119
Horton, Tara	Training Coordinator SBTDC	SBTDC	\$48,506
Hough, David	Dean	College of Education	\$157,036
Howard, Susanne	Research Specialist II	Agriculture-Mtn Grv Campus	\$39,492
Howerton, Victoria	Crd Testing and PLA-WP	WP Student Advisement	\$34,738
Hubbell, Melody	Assistant Director Of Dev WP	WP Director of Development	\$40,049
Hudson, Nancy	Accounting Specialist	Student Employment Service	\$33,821
Huelskamp, James	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$34,621
Huertas-Torres, Mariandine	Teacher, CDC	Child Development Center	\$28,832
Huey, Paula	Benefits Specialist	Office of Human Resources	\$40,180
Huff, Jay	Asst Dir Safety and Transporta	Safety & Transportation	\$57,175
Huff, Kristina	Admin Asst I	WP Student Advisement	\$24,555

Hufford, Lacey	Teacher, CDC	Child Development Center	\$28,832
Humiston, John	Maintenance Painter	Fac Mgmt-Maintenance	\$36,022
Hummer, Carri	Academic Admin Asst II	Kinesiology	\$27,963
Hunt, Anna	Theatre Scene Shop Supervisor	Theatre & Dance	\$36,393
Hunt, Chastity	Sr Assoc Dir Athletics/SWA	Intercollegiate Athletics	\$96,747
Hurst, Judith	Procurement Technician	Procurement Services	\$28,869
Hurt, Timothy	Centralized User Supp Spc	Computer Services	\$43,023
Hyde, William	Groundskeeper/Horticulturalist	Fac Mgmt-Grounds	\$37,853
Ingle, Patricia	Dir of Development	Development Office	\$67,493
Isackson, Abby	Graphic Designer-Publications	Publications	\$36,308
Jackson, Kenji	Asst Coach	Athletics-Football-Men	\$51,000
Jacobs, Phillip	Custodial Supply, Del.&Storage	Juanita K Hammons Hall	\$36,151
Jahnke, Tamera	Dean	College of Natl & App Science	\$150,455
Jay, Jon	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$27,216
Jenkins, Jay	Distributed User Supp Spc	College of Hum & Pub Affairs	\$53,972
Jennings, Shannon	Database Analyst	Computer Services	\$54,318
Jensen, Donald	Custodial Foreman	Campus Recreation	\$34,439
Jensen, Jennifer	Professional Ed Advisor-Recrui	Reading Foundations & Tech	\$34,229
Jessee, Katy	Acad Adv/Retention Spc COB	College of Business	\$33,710
Jett, Melissa	Crd Of Admissions WP	WP Admissions	\$45,958
Jochims, Lynda	Accounting Specialist	SBTDC	\$30,705
John, Lacy	Admin Asst II	Planning, Design & Constr	\$27,876
Johns, Danny	Custodian I	Fac Mgmt-Custodial	\$22,218
Johns, Justin	MHC-Substance Abuse Assess Sp	Counseling Center	\$45,246
Johnson, Alex	Dir Community Involvement	Citizenship & Service Learning	\$39,421
Johnson, Chalanda	Administrative Spc II	Career Center	\$31,561
Johnson, David	Acad Adv/Retention Spc CHHS	College of Hlth & Human Svcs	\$37,740
Johnson, Glen	Technology Support Spc-Fac Mgt	Facilities Management	\$47,913
Johnson, Hannah	Res Hall Host/Hostess	Blair-Shannon House	\$17,634
Johnson, Janelle	Distributed User Supp Spc	Library	\$43,202
Johnson, Laurie	Custodian I	Hammons Student Center	\$32,600
Johnson, Mark	Custodian I	Res Life Hous & Din Svc-Fac	\$32,091
Johnson, Sandra	Administrative Spc III	Faculty Senate	\$30,325
Johnson, Thomas	Dir Safety & Transportation	Safety & Transportation	\$84,660
Johnston, Jennifer	ELI Teacher Training Pgms Dir	English Language Institute	\$48,803
Johnston, Tamara	School Certifying Specialist	Veterans Student Services	\$32,397
Jones, Adja	Academic Advisor Athletics	Achievement Center	\$32,171
Jones, Barbara	Dir Special Events Coal	College of Arts & Letters	\$49,621
Jones, Brian	Custodial Supply,Del.&Storage	Fac Mgmt-Custodial	\$32,397
Jones, Grant	Business Manager, Bookstore	Bookstore	\$48,412
Jones, Jacqueline	Payroll Specialist	Financial Services	\$33,276
Jones, Kerri	Acad Advisor WP	WP Student Advisement	\$34,738
Jones, Matthew	Electroni Systems Coordinator	Hammons Student Center	\$36,394
Jones, Nadine	Academic Admin Asst II	Tech & Construction Mgmt	\$30,165
Jones, Peggy	Executive Asst IV	VP Student Affairs	\$48,154
Jones, Sandra	Radio Communications Officer	Safety & Transportation	\$30,359
Jones, Sherry	Academic Admin Asst II	Mathematics	\$29,609
Jordan, Cathy	Project Manager - Architect	Planning, Design & Constr	\$72,026
Joyce, Delores	Project Coordinator TUP	Ozarks Public Health	\$43,041
Kahre, Peggy	Residence Hall Receptionist	Sunvilla Tower	\$21,852
Kamerer, Gwendolyn	Medical Assistant	Taylor Health Center	\$26,351

Kammerer, Joseph	Dir Development WP	WP Director of Development	\$53,969
Kane, Kevin	Head Athletics Coach	Athletics-Golf-Women	\$40,148
Karlen, Maria	Energy Manager	Fac Mgmt-Maintenance	\$54,024
Katona, Paul	Technical Engineer	Media, Journalism & Film	\$57,103
Kearns, Alyssa	Admission Counselor	Admissions	\$32,640
Keene, Amy	Sr Admission Evaluator	Admissions	\$32,773
Keeth, Jonathan	Research Technician II	Jordan Valley Innovation Center	\$55,432
Kecec, Susan	ELI SEVIS Specialist	English Language Institute	\$30,254
Keller, Forrest	Journeyman Plumber	Fac Mgmt-Maintenance	\$41,984
Kellum, Mary	Crd TRIO Std Support Svcs WP	WP Dean of Acad Affairs	\$43,804
Kemp, Matthew	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$32,233
Kemp, Michael	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$31,698
Kendall, Carrie	Accounting Specialist	International Services	\$29,838
Kennedy, Robin	Video Communications Adm, Phar	College of Hlth & Human Svcs	\$52,697
Kent, Samantha	Groundskeeper	Fac Mgmt-Grounds	\$22,317
Kentish, Shamika	Asst Dir Athletics Compliance	Intercollegiate Athletics	\$46,920
Kerley, Christina	Accounting Manager-WP	WP Business Office	\$51,011
Ketchum-Brewer, Karmen	Acad Adv/Retention Spc COB	College of Business	\$34,345
Kettering, Denise	Dir Advancement Services	Advancement Services	\$78,840
Keuneke, Mark	Custodian I	Plaster Sports Complex	\$25,471
Kidula, Iris	English Language Instruct Spc	English Language Institute	\$36,887
Kielhofner, Robert	Dir Facilities Management	Facilities Management	\$95,985
Kile, Thomas	Dir Operations	Juanita K Hammons Hall	\$52,931
Kimbrough, Jordan	Custodian I WP	WP Physical Plant	\$21,435
Kincaid, Brian	Dir Business Incubator	Research & Economic Develop	\$60,446
Kindhart, Richard	Asst Dir Athletics for Communi	Athletics Communications	\$72,568
King, Heather	Director of Scholarships	Enrollment Management & Srvs	\$56,797
King, Sandra	Advertising Manager Standard	Provost Office	\$37,445
Kintner, Ellen	Information Spc-Financial Aid	Financial Aid	\$29,342
Kirmse, Amy	Food Service Attendant	WP Food Service	\$20,800
Klem, Michael	Crd Business & Support Svcs Ag	Agriculture	\$52,807
Klie, Hunter	Sponsored Programs Crd	International Programs	\$35,700
Kliethermes, Sean	Asst Dir Adms Information Svcs	Admissions	\$49,937
Knackstedt, Konya	Asst Dir Campus Rec-Business O	Campus Recreation	\$39,799
Knepper, Charna	Medical Technologist	Taylor Health Center	\$47,778
Knight, Rachel	Asst Gen Mgr KSMU & OPT	OPT	\$76,308
Korn, Bradley	Asst Coach	Athletics-Basketball-Men	\$93,991
Kramer, Justin	Asst Coach	Athletics-Football-Men	\$56,100
Kramer, Vicki	Administrative Spc III	EPP	\$28,641
Kuhlmeier, Sylvia	Director of Library Svcs WP	WP Library	\$54,258
Kunkel, Allen	Assoc VP Econ Dev & Dir JVIC	Research & Economic Develop	\$127,982
Kyle, Laura	Health Information Coordinator	Taylor Health Center	\$36,321
Lacy, Abigail	Corp Supp Rep & Sp Event Asst	KSMU	\$24,428
Ladd, Ronda	Res Life Facilities Specialist	Res. Life Hous & Dining Svc	\$33,683
Lafarlette, Melissa	Academic Admin Asst II	Comm Sciences & Disorders	\$26,732
Lair, Heath	Tech Support Specialist - WP	WP Info Technology Services	\$46,465
Lancaster, Dennis	Dean of Academic Affairs	WP Instruction	\$85,339
Landgraf, Tyler	Athl Trainer-Athl, Med & Rehab	Athletic Medical & Rehab Svcs	\$41,190
Lane, Thomas	Assoc VP Student Life/Dean	Dean of Students Office	\$105,913
Lang, Adam	Asst Strength-Conditioning Coa	Athletics Strength & Cond	\$40,800
Lange, Evelyn	Teacher, CDC	Child Development Center	\$27,917

Lanning, Brenda	Sr Procurement Technician	Procurement Services	\$40,659
Lanpher, Larry	Grounds Equipment Mech	Fac Mgmt-Grounds	\$35,517
Lashley, Stephanie	Sr Dir Donor Rltns & Spc Event	Development Office	\$62,603
Laswell, Kevin	Custodian I	Res Life Hous & Din Svc-Fac	\$25,154
Lathrop, Jonita	Custodian I	Fac Mgmt-Custodial	\$22,218
Lawrence, Idonna	Licensed Practical Nurse	Taylor Health Center	\$37,138
Laws, Bethany	Acad Adv/Retention Spc COB	College of Business	\$34,502
Lawson, Channing	Asst Dir Alumni Activities	Alumni Relations	\$37,740
Lawson, Jeffrey	Library Associate I	Library	\$31,309
Leamy, Jonathan	Head Athletics Coach	Athletics-Soccer-Men	\$61,252
Leas, Brian	Classroom Technology Suppt Crd	Faculty Ctr for Teach & Learn	\$41,878
Lee, Amanda	Asst Dir CDC	Child Development Center	\$35,890
Lee, Jason	Network Analyst	Networking & Telecom	\$54,865
Lee, Jonathan	Systems Analyst	Computer Services	\$53,519
Lee, Rose	Executive Asst I	College of Education	\$29,047
Lehmann, Timothy	Disability Projects Crd COE	College of Education	\$35,578
Leis, Sherry	Program Mgr Fire Science Proj	Biology	\$66,778
Lenahan, Debra	Medical Technologist	Taylor Health Center	\$47,778
Leonard, Erin	Sponsored Programs Crd	International Programs	\$35,700
Lescano, Brittany	Acad Adv/Retention Spc COB	College of Business	\$34,502
Lesley, Rhonda	Dir Counseling & Testing	Counseling Center	\$79,560
Lester, Sharon	Administrative Spc II	Procurement Services	\$31,672
Letterman, Debbie	Asst Dir PSU-Event & Meeting S	PSU-Event & Meeting Services	\$38,605
Lewellen, Ashleigh	Assoc Dir Campus Rec Fac & Ops	Campus Recreation	\$49,343
Lewing, James	Custodial Foreman	Hammons Student Center	\$35,442
Lewis, Betty	International Budget & Fin Mgr	International Programs	\$53,221
Lewis, Kiara	Custodial I	Fac Mgmt-Custodial	\$21,529
Lietz, Kevin	Custodian I	Res Life Hous & Din Svc-Fac	\$22,394
Lin, Shawn	Web Programmer/Analyst	Computer Services	\$53,057
Linder, Robert	Dir Photographic Services	Photo Services	\$58,148
Lindsay, George	Maintenance General Mechanic	Fac Mgmt-Maintenance	\$41,666
Lindsay, Teresa	Payroll Manager	Financial Services	\$69,276
Lines, Carrie	Crd Abstinence-based Edu Progr	Social Work	\$47,301
Lininger, M. Gayle	Executive Asst II	College of Natl & App Science	\$34,555
Litle, Sandra	Custodian I	Fac Mgmt-Custodial	\$22,218
Liu, Dandan	China Op & Instruction Specialist	Research & Economic Develp	\$47,940
Lo, Tsee	Groundskeeper	Fac Mgmt-Grounds	\$23,436
Lofland, James	Custodian I	Res Life Hous & Din Svc-Fac	\$20,928
Lofton, Denise	Benefits Specialist	Office of Human Resources	\$40,171
Loge, Jana	PLC Project Coordinator	SW Regional Prof Dev Ctr	\$68,351
Long, Philip	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$30,805
Long, Sharon	Head Cashier	Bursars Office	\$46,091
Long, Shelia	Field & Maintenance Worker	Agriculture-Mtn Grv Campus	\$24,445
Longcor, Tammy	Telecommunications Technician	Networking & Telecom	\$37,796
Lopinot, Sharon	Executive Asst II	College of Education	\$37,994
Lowery, Steven	Patrol Sergeant	Safety & Transportation	\$37,023
Lueck, Eric	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$29,285
Lueck, Marty	Manager Journagan Ranch	Agriculture-Mtn Grv Campus	\$71,429
Luellen, Heather	Staff Music Dir-Accompanist	Theatre & Dance	\$49,431
Lukas, Daniel	Event & Meeting Svcs Crd	PSU-Event & Meeting Services	\$28,506
Lusk, Paul	Head Athletics Coach	Athletics-Basketball-Men	\$365,140

Lyon, Eric	Custodial Supervisor	Fac Mgmt-Custodial	\$31,204
MacDonald, Shauna	English Language Instruct Spc	English Language Institute	\$36,733
Mack-Hansen, Kiriana	Membership Crd - Radio & TV	KSMU	\$28,959
Madden, Bronwen	Crd Small Bus Dev Ctr WP	SBTDC	\$51,815
Maher-Felton, Lyssa	Clinic Assistant	Comm Sciences & Disorders	\$27,580
Majkut, Paul	Dir Information Tech Svcs WP	WP Info Technology Services	\$62,805
Malarkey, Elizabeth	Radio Traffic Crd & Oper Asst	KSMU	\$36,778
Maloney, Daniel	Custodian I	Fac Mgmt-Custodial	\$29,125
Mann, Kathy	Academic Specialist TRIO WP	WP Dean of Acad Affairs	\$32,008
Marcak, Angela	Grndskpr-Gen Maint Worker WP	WP Physical Plant	\$25,997
Marckmann, Jedonna	Trade Book Buyer-Admin Asst	Bookstore	\$28,111
Marcum, Andrew	Distrib User Supp Spc	College of Business	\$44,554
Marler, Travis	Crd Assessment Data Syst-COE	College of Education	\$37,225
Marre Jr, Ted	Custodian I	Fac Mgmt-Custodial	\$21,737
Martin, Deborah	Admin Asst II	WP Director of Development	\$30,328
Martin, Galen	Assoc Dir Campus Recreation	Campus Recreation	\$49,343
Martin, Robert	Information Security Analyst	Information Security	\$56,921
Martindale, Susan	Acad Advisor	Advisement Center	\$41,334
Martinez Hernandez, Edgar	Academic Records Specialist	Registrar	\$28,427
Martinez, Stephen	Groundskeeper	Fac Mgmt-Grounds	\$22,696
Massey, Eddie	Ranch Hand, Journagan Ranch	Agriculture-Mtn Grv Campus	\$26,997
Massey, Michael	HVAC Mechanic	Fac Mgmt-Maintenance	\$45,202
Masterson, Julie	Assoc Prov & Dean of Grad Coll	Graduate College	\$139,659
Mattheis, Jon	Construction Technician	Facilities Management	\$31,121
Matthews, John	Public Safety Officer	Safety & Transportation	\$26,171
Matthews, Michael	Physical Plant Foreman Mt Grv	Fac Mgmt-Mountain Grove	\$51,970
Matthews, Stephanie	Dir Corporate & Foundation Rel	Development Office	\$56,100
Matthews, Victor	Dean	College of Hum & Pub Affairs	\$145,128
Mattocks, Vicki	Dir Financial Aid	Financial Aid	\$78,142
Maupin, Mary	Writing Specialist-WP	WP Dean of Acad Affairs	\$34,738
Mawhiney, Shannon	Digital Archivist	Library	\$42,556
McBride, Amber	Academic Admin Asst I	Nursing	\$23,974
McCart, Phillip	Programmer/Analyst	Computer Services	\$59,350
McCart, Rachelle	Admin Asst II	Fac Mgmt-Custodial	\$26,519
McCarty, Mark	Manager, Printing & Postal Svc	Printing Services	\$63,750
McComb, Shawn	Programmer/Analyst	Computer Services	\$41,878
McCoy, Theresa	Crd Management Info Systems	Computer Services	\$85,998
McCrory, Kenneth	Instructional Tech Support Spc	College of Natl & App Science	\$62,971
McCrory, Sue	Crd Testing Center	Library	\$47,278
McDonald, Michelle	Admission Evaluator	Admissions	\$29,320
McDonough, Matt	Asst Dir of Athletics Dev	Development Office	\$35,700
McElwain, Jason	Journeyman Steamfitter	Fac Mgmt-Maintenance	\$43,269
McEowen, Lisa	Library Associate III	Library	\$38,957
McFadden, Robert	Custodian I	Fac Mgmt-Custodial	\$24,386
McFall, Catherine	Accounting Specialist	Theatre & Dance	\$36,723
McGauley, Larry	Maintenance Electrician	Fac Mgmt-Maintenance	\$44,451
McGee, Emily	Administrative Crd Fac Mgt	Facilities Management	\$57,666
McGhee, Matthew	Residence Hall Director	Hammons House	\$35,036
McGinnis, Rachel	Budget & Contracts Officer	Research & Economic Develop	\$61,388
McGowne, Sheila	Admin Asst II	Alumni Relations	\$29,111
McIntyre, Dawn	Budget Officer	College of Arts & Letters	\$44,370

McKee, Keri	Dir of Development	Development Office	\$59,126
McKenzie, GERALYN	Asst Dir Hr Comp & Info Mgt	Office of Human Resources	\$64,800
McManus, Loren	Enterprise Systems Admin	Computer Services	\$58,380
McManus, Mary	Controller	Financial Services	\$111,744
McMeekin, Barbara	Manager, Corporate Support	KSMU	\$54,258
McTavish, James	Univ Eng-Assoc Dir Pl,Des&Cons	Planning, Design & Constr	\$89,281
Meadows, Brenda	Custodian I	Plaster Stdt Union Physical Plnt	\$23,247
Medley, Yvette	Acad Adv/Retention Spc COB	College of Business	\$35,858
Melton, Micki	Buyer	Procurement Services	\$40,800
Melton, Shelly	Academic Admin Asst II	Military Science	\$27,826
Mendenhall, Kathy	Budget Officer	College of Business	\$50,589
Mendez, Joanna	International Admission Crd	International Services	\$36,862
Mendez, Samuel	Custodian I	Plaster Stdt Union Physical Plnt	\$25,140
Meraz, Juan	Asst VP for Multicultural Serv	Multicultural Services	\$77,402
Meredith, John	Instructional Designer	Faculty Ctr for Teach & Learn	\$55,922
Metzger, Benjamin	Asst Dir Adms Office Operation	Admissions	\$46,726
Meyer, Bradley	Master Control Supervisor	OPT	\$37,418
Meyer, Jennifer	Academic Admin Asst I	Psychology	\$24,019
Miles, Kyla	Licensed Practical Nurse	Taylor Health Center	\$37,138
Miller, Charles	English Language Instruct Spc	English Language Institute	\$33,081
Miller, Harriet	Information Spc Supv-Fin Aid	Financial Aid	\$34,908
Miller, Kandi	Custodian I	Res Life Hous & Din Svc-Fac	\$23,247
Miller, Kathy	Records Supervisor	Advancement Services	\$40,093
Miller, Kristen	Graphic Designer WP	WP Dir of Univ Comm	\$34,670
Miller, Sandra	Webmaster-University Advanceme	Advancement Services	\$38,291
Miller, Shirley	Accounting Technician	Bursars Office	\$32,246
Mills, Nancy	Admin Asst III	Juanita K Hammons Hall	\$35,629
Mincey, Martha	Curator-Visual Resources	Art & Design	\$48,451
Mitchell, Donald	Custodian I	Fac Mgmt-Custodial	\$22,218
Mitchell, Shirley	Sr Accountant-Analyst	Provost Office	\$51,981
Moats, Kyle	Dir Athletics	Intercollegiate Athletics	\$166,451
Moentnish, Shirley	Circ/Shelving Supervisor	Library	\$42,273
Moncrief, Keith	Custodian I	Fac Mgmt-Custodial	\$30,471
Monkres, Lisa	Administrative Spc II	Counseling, Lead & Spc Ed.	\$28,127
Monzella, Harry	Custodian I	Res Life Hous & Din Svc-Fac	\$23,460
Moody, Bretticca	Acad Adv/1st Year Exp Crd TRIO	TRIO	\$41,479
Moore, David	Chief Engineer - TV	OPT	\$72,236
Moore, Jennifer	Theatre & Events Coord WP	WP Dir of Univ-Comm Pgms	\$38,317
Moore, Paula	ELI Special Program Director	English Language Institute	\$49,535
Moore, Recy	Acad Adv-Mkt, Recr & Reten Spe	Nursing	\$37,454
Moore, Robert	Asst Dir Financial Aid	Financial Aid	\$43,611
Moore, Scott	Operations Asst Basketball	Athletics-Basketball-Women	\$34,470
Moore, Teresa	Assoc Dir JQH Arena, HSC & PSC	Hammons Student Center	\$49,901
Moore, Virginia	Accounting Technician	Financial Services	\$28,429
Moreno, Donald	Custodian I	Fac Mgmt-Custodial	\$29,936
Moreno, Ronald	Custodian I	Fac Mgmt-Custodial	\$32,553
Moreno, Sherry	Custodian I	Fac Mgmt-Custodial	\$27,893
Morris, Benjamin	Boiler Fireman	Fac Mgmt-Maintenance	\$37,335
Morris, Joseph	Dir, New Student & Family Prog	New Student and Family Prgm	\$51,156
Morris, Margaret	Accounting Specialist	Agriculture	\$33,781
Morris, Matthew	VP Administrative Services	VP Administrative Services	\$142,800

Morrison, Jeffery	Custodial Supervisor	Plaster Std Union Physical Plnt	\$32,180
Morrissey, Dennis	Journeyman Plumber	Fac Mgmt-Maintenance	\$42,473
Morrissey, Jeff	Chief Information Officer	CIO Information Services	\$122,400
Morrissey, Sarah	Admin Asst II	Cooperative Engineering Prgm	\$35,737
Morrissey, William	Academic Admin Asst II	Criminology	\$27,041
Morrow, Samantha	Costume Shop Mgr/Draper	Theatre & Dance	\$33,945
Morton, Carla	Academic Advisor Athletics	Achievement Center	\$29,782
Morton, Christian	Asst Coach	Athletics-Football-Men	\$61,165
Mosier, Robert	Custodian I	Fac Mgmt-Mountain Grove	\$25,199
Moskalski, Suzanne	Academic Admin Asst II	Communication	\$31,717
Mosley, Debra	Executive Asst IV	WP Chancellor's Office	\$39,952
Mostyn, Andrea	Dir University Communications	University Communications	\$58,140
Muegge, Frederick	Dir Health & Wellness Svc	Taylor Health Center	\$146,066
Mullins, Marchalain	Programmer/Analyst	Computer Services	\$54,934
Munoz Aliaga, Rut	Network Analyst	Networking & Telecom	\$53,784
Murphy, Jill	Employment Specialist	Office of Human Resources	\$45,623
Murphy, Michael	Sr Electronics Technician	College of Natl & App Science	\$66,683
Murphy, Valerie	Accounting Technician	Financial Services	\$38,088
Murrell, Frankie	Administrative Spc II	WP Financial Aid	\$27,549
Muse, Amanda	Department Acad Advisor	Criminology	\$35,429
Mustion, Barbara	Accounting Technician WP	WP Business Office	\$35,868
Myers, Carrie	Custodian I	Fac Mgmt-Custodial	\$20,928
Myers, Nancy	Accounting Manager	Financial Services	\$68,712
Myhan, Kenneth	Custodian I	Fac Mgmt-Custodial	\$29,805
Nag, Nandita	Laboratory Supervisor Cnas	Physics Astronomy & Mat Sci	\$32,828
Nagle, John	Videographer/Editor-Mkt & Comm	Photo Services	\$39,836
Napier, Amanda	LPN	Taylor Health Center	\$26,651
Neal, Karen	Advancement App & Data Analyst	Advancement Services	\$54,457
Neal, Rebecca	Acad Advisor	Advisement Center	\$32,640
Neal, Tina	Marketing & Data Collection Spc	College of Education	\$43,422
Nehring, Elizabeth	Preparatory Math Spe-WP	WP Student Advisement	\$38,311
Nelson, Diane	Sr Pharmacy Technician	Taylor Health Center	\$31,878
Nelson, Kirk	Asst Coach	Athletics-Soccer-Women	\$30,487
Netzer, Kelly	Groundskeeper	Fac Mgmt-Grounds	\$23,906
Neuschwander, Nathan	Graphic Designer, Library	Library	\$42,166
Nichols, Elvin	Maintenance Gen Mechanic	Hammons Student Center	\$38,121
Nichols, Larry	On-Site Outreach Coord	Joplin Center	\$35,813
Nichols, Linda	Accounting Specialist	Financial Aid	\$38,414
Niell, Sherry	Administrative Spc I	College of Business	\$25,500
Nino, Jose	Custodian I	Hammons Student Center	\$25,348
Noblin, Matthew	General Buyer	WP Bookstore	\$29,326
Noland, Michelle	Asst Dir Achievement Ctr	Achievement Center	\$36,324
Norat, Timothy	Custodian I	Fac Mgmt-Custodial	\$20,928
Norcross, Tyler	HVAC-Food Svc Equip Mechanic	Fac Mgmt-Maintenance	\$35,918
Nordyke, Kathy	Dir Citizenship & Service Lear	Citizenship & Service Learning	\$45,880
Norgren, Michelle	Project Director VESTA	Agriculture	\$78,116
Norris, Joye	Assoc Provost Access & Outreach	Missouri State Outreach	\$138,160
Northrip, Donald	Mgr BearPass Card Operations	Computer Srvs-Bearpass Card	\$61,863
Nowell, Y. Anjanette	Crd Arts In The Schools	Juanita K Hammons Hall	\$33,560
O'Connell, Brenda	Admin Asst II	Hammons Student Center	\$33,609
O'Connor, Rhonda	Library Associate II	Library	\$34,008

Odneal, Clayton	Cellar Technician	Agriculture-Mtn Grv Campus	\$34,422
Oetting, Kristi	Technical Training & Doc Adm	Computer Services	\$48,817
Olsen, Michelle	Dir Institutional Research	Institutional Research	\$93,690
O'Neal, Deborah	Asst Dir Athletics Business Ad	Intercollegiate Athletics	\$46,563
Opfer, Barbara	Admin Asst II	International Services	\$27,549
Orf, Michael	Asst Dean of Academic Aff-WP	WP Dean of Acad Affairs	\$54,933
Orlowski, Benjamin	Assistant Teacher	Child Development Center	\$20,800
Orr, Spencer	Residence Hall Director	Wells House	\$34,893
Ortiz, Frank	Custodial Supervisor	Fac Mgmt-Custodial	\$39,930
Orzek, Ann	Mental Health Clinician	Counseling Center	\$63,232
Osborn, Alicia	Custodian I	Fac Mgmt-Custodial	\$20,928
O'Shaughnessy, Megan	Teacher	Child Development Center	\$35,890
Osler, Margaret	Res Hall Host/Hostess	Monroe Apartments	\$20,803
Ostoich, Catherine	Head Athletics Coach	Athletics-Field Hockey-Women	\$44,472
Otte, Melissa	Assistant Teacher CDC	Child Development Center	\$21,737
Overmyer, Allison	Manager Animal Research Facili	Research & Economic Develop	\$42,509
Owen, Marc	Asst Dir OEWRI	Water Institute	\$54,059
Owrey, Savonna	Clothing/Soft Goods Specialist	Bookstore	\$33,342
Palmer, Christopher	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$30,904
Panza, Juli	Professional Edu Advisor	COE-Education Advisement	\$44,927
Parker, Samuel	Maintenance Electrician	Fac Mgmt-Maintenance	\$46,754
Parnell, Patrick	Dir International Services Off	International Services	\$57,168
Parrish, Erin	Dir, Office of Research Admini	Research Administration	\$75,370
Patel, Rishi	Sr Research Scientist	Jordan Valley Innovation Center	\$69,804
Patterson, Jacqueline	Academic Admin Asst II	Nursing	\$27,497
Patterson, Jill	Title IX Coordinator	President's Office	\$83,640
Patterson, Kim	Admin Asst II	Res. Life Hous & Dining Svc	\$27,365
Pattison, Matthew	Res Hall Host/Hostess	Hutchens House	\$28,301
Patton, Tracy	Library Associate III	Library	\$39,588
Paul, Richecard	Public Safety Officer	Safety & Transportation	\$26,591
Pavlick, Laura	Crd Property Control	Property Control	\$56,965
Paxton, Miroslaba	Administrative Spc II	Safety & Transportation	\$28,068
Peace, Robert	Network Analyst	Networking & Telecom	\$54,865
Pearce, Lori	Event & Meeting Srvs Crd	PSU-Event & Meeting Services	\$29,537
Pecsok, Karen	Admission Evaluator-WP	WP Admissions	\$28,832
Pedersen, Johnna	Jr Research Scientist-JVIC	Jordan Valley Innovation Center	\$54,625
Penkalski, James	Dir Athletic, Med & Rehab Svcs	Athletic Medical & Rehab Srvs	\$69,917
Penn, Barbara	Administrative Spc II	Advancement Services	\$31,482
Penner, Robert	Public Safety Officer	Safety & Transportation	\$26,926
Perine, Elizabeth	Assoc Head Athletics Coach	Athletics-Softball-Women	\$42,158
Perkins, Amy	Band Event Coordinator	Music	\$37,337
Perkins, Gary	Custodian I	Fac Mgmt-Custodial	\$22,728
Perry, Dennis	HVAC-Food Svc Equip Mechanic	Fac Mgmt-Maintenance	\$37,439
Perryman, Lauren	Assistant Teacher CDC	Child Development Center	\$20,928
Perryman, Michael	Energy Mgt Technician	Fac Mgmt-Maintenance	\$50,414
Peters, Janet	Admin Asst II	Fac Mgmt-Maintenance	\$29,844
Peters, Thomas	Dean	Library	\$122,414
Peterson, Jacob	Ranch Hand-Journagan Ranch	Agriculture-Mtn Grv Campus	\$28,509
Peterson, Rachel	Recruitment Specialist WP	WP Admissions	\$35,548
Petkovic, Vickie	Admin Asst I	WP Instruction	\$22,698
Petr, Jeffrey	Database Analyst	Computer Services	\$55,644

Pettijohn, Catherine	English Language Instruct Spc	English Language Institute	\$33,081
Pettus, David	Distributed User Supp Spc	College of Arts & Letters	\$55,189
Phillips, Heather	Health Career Coordinator AHEC	Research Administration	\$40,496
Phillips, Mary	Special Event Crd & Mktg Asst	College of Business	\$40,800
Phillips, Raymond	Stores Clerk Science/Math	College of Natl & App Science	\$33,081
Phinney, Tennie	Paralegal	General Counsel	\$39,780
Pickering, Judith	Professional Edu Advisor	COE-Education Advisement	\$45,639
Piekarski, Margaret	Administrative Spc III	College of Business	\$29,836
Piercy, Kevin	Crd User Support Services	Computer Services	\$78,202
Pierpoint, Sophie	Dir of Development	Development Office	\$57,967
Pinegar, Angela	Asst Dir Advancement Services	Advancement Services	\$44,596
Pitts, James	Custodian I	Fac Mgmt-Custodial	\$20,928
Plank, Angela	Laboratory Supervisor CNAS	Biology	\$49,504
Plaster, Daniel	Public Safety Officer	Safety & Transportation	\$30,996
Plymire, Carol	Asst to Prgm Dir Sch of Anesth	Biomedical Sciences	\$43,422
Poindexter, Teri	Graphic Designer-Publications	Publications	\$38,951
Polking, Amanda	Asst Crd Project Succes	Learning Diagnostic Clinic	\$37,279
Polm, Michael	Maintenance Foreman	Fac Mgmt-Maintenance	\$44,957
Polyard, Brenda	Dir Univ/Comm Prog, WP	WP Dir of Univ-Comm Pgms	\$57,437
Ponder, Sheila	Library Associate I	Library	\$35,731
Porter, Joshua	MBA Program Academic Advisor	College of Business	\$38,996
Potochnik, Robert	Centralized User Supp Spc	Computer Services	\$48,957
Powell, Robin	Academic Admin Asst II	Computer Science	\$35,780
Pratt, Harold	Asst to Pres and CDO	VP Diversity & Inclusion	\$122,400
Presnell, Raymond	Dir Bookstore	Bookstore	\$76,318
Prewitt, Betty	Custodian I	Res Life Hous & Din Svc-Fac	\$23,247
Prewitt, Victor	Telecommunications Technician	Networking & Telecom	\$42,444
Price, Melissa	Crd Mktg, Strtgc Comm, Ext	College of Business	\$54,972
Prince, Munir	Asst Coach	Athletics-Football-Men	\$51,000
Proctor, Janene	Research Administration Spc	Research Administration	\$43,275
Pruitt, Lindsey	LPN	Taylor Health Center	\$26,651
Prussia, Celeste	Research Specialist II	Bull Shoals Field Station	\$31,545
Puckett, Erica	Admin Asst II	WP Admissions	\$27,058
Pulliam, Matthew	Engineering Shop & Lab Supv	Cooperative Engineering Prgm	\$33,660
Pyle, Connie	Nursing Coordinator	Taylor Health Center	\$65,077
Quinn, Justin	Maintenance Foreman	Fac Mgmt-Maintenance	\$44,957
Racer, Dana	Sr Academic Records Specialist	WP Registration & Records	\$32,787
Rader, John	Dir Online Ed Dev & Policy	Missouri State Online	\$84,907
Radier, George	Acad Adv/Retention Spc COB	College of Business	\$33,710
Ragsdale, Chansouk	Library Associate II	Library	\$38,942
Raines, Ashley	Executive Asst IV	VP Diversity & Inclusion	\$39,563
Raines, Daniel	Dir Acad & Stdt Svcs-Athletics	Achievement Center	\$51,116
Raines, Judy	Accounting Specialist	Taylor Health Center	\$31,131
Rains, Devonna	Academic Admin Asst II	Music	\$26,732
Rainwater, Douglas	Budget And Financial Manager	Provost Office	\$67,096
Raleigh, Phillip	Administrative Spc II	Graduate College	\$30,702
Rasnake, Christina	Asst Strength-Conditioning Coa	Athletics Strength & Cond	\$41,534
Rawls, Michelle	Admin Asst II	Athletic Medical & Rehab Srvs	\$28,535
Ray, Bryan	Planner	Ctr Resource Planning & Mgmt	\$37,673
Ray, Donna	Custodian I	Res Life Hous & Din Svc-Fac	\$31,104
Ray, Jason	Asst Coach	Athletics-Football-Men	\$53,040

Raymond, Teresa	Accounting Technician	Financial Services	\$28,429
Reed, Jerilyn	Wellness Educator-Students	Taylor Health Center	\$45,932
Reed, Jimmie	Grndskpr-Gen Maint Worker WP	WP Physical Plant	\$29,640
Reed, Ryan	Crd Access Programs	Multicultural Services	\$41,534
Reed, Tamara	Sr Internal Auditor	Internal Audit & Compliance	\$71,502
Rees, Christopher	Enterprise System Administrato	Computer Services	\$65,297
Reeves, Stacie	Residence Hall Receptionist	Woods House	\$19,596
Reichling, Susanna	Library Associate II	Library	\$35,594
Reid, Helen	Dean	College of Hlth & Human Svcs	\$149,427
Reimer, Anthony	Maintenance Gen Mechanic	JQH Arena	\$35,537
Reinert, John	Asst Crd of Ed Field Experienc	COE-Education Field Exp	\$27,413
Reut, Rebeca	Academic Admin Asst I	Comm Sciences & Disorders	\$23,974
Reynolds, Kristie	Research Analyst	Institutional Research	\$37,215
Rhea, Jason	Grounds Supervisor	Fac Mgmt-Grounds	\$40,040
Rhodes, Joy	Administrative Spc II	Safety & Transportation	\$26,631
Rhodes, Norman	Custodian/Equipment Maint Spc	Plaster Stdt Union Physical Plnt	\$26,997
Ribas, Denise	Custodial Supervisor	Fac Mgmt-Custodial	\$40,258
Rice, Stacy	Instructional Designer	Faculty Ctr for Teach & Learn	\$52,937
Richards, Byron	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$35,511
Richardson, Timothy	Res Hall Host/Hostess	Hammons House	\$21,069
Rigby, Rachel	Academic Admin Asst III	Biology	\$29,171
Ringer, Melissa	Program Crd, DESE Proj ACCESS	College of Education	\$32,571
Rios, Laura	Academic Admin Asst II	Physics Astronomy & Mat Sci	\$30,236
Roberts, Galen	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$31,599
Robertson, Erica	Academic Records Specialist	Registrar	\$27,917
Robinette, Stephen	Assoc VP International Program	International Programs	\$103,615
Robinson, Sally	Admin Asst II	WP Dir of Univ-Comm Pgms	\$26,171
Robison, Holly	Administrative Spc II	Learning Diagnostic Clinic	\$31,717
Robison, Jane	Exec Director, ELI	English Language Institute	\$69,238
Robords, Susan	Academic Admin Asst II	Media, Journalism & Film	\$27,050
Rockney, Andrea	Positive Behavior Support Cons	SW Regional Prof Dev Ctr	\$48,050
Rockwell, Rae Ann	Academic Admin Asst II	Art & Design	\$31,300
Roessler, Kate	Asst Dir Stdt Engage Frat & So	PSU-Student Engagement	\$34,680
Rogers, Katy	Custodian I	Fac Mgmt-Custodial	\$24,598
Rogers, Michael	Relief Computer Operator	Computer Services	\$30,904
Rohlman, Joseph	Parking Mechanic	Safety & Transportation	\$41,536
Roland, Alan	Online Systems Spc Cont Edu	Outreach Tech & Equipment	\$54,918
Rongali, Sharath	Lab & Stores Supv Natur Sci WP	WP Instruction	\$37,749
Roop, Kristin	Admissions Crd-Cust Svc & Even	Admissions	\$40,800
Rose, Daniel	Library Associate I	Library	\$28,641
Rose, Michelle	Writer-Editor	Publications	\$39,100
Rosewell, Kristina	Admin Asst II	Career Center	\$27,156
Ross, Jaime	Acad-Adv-Mkt,Rec&Retem Spc	Adult Student Services	\$39,383
Rowland, Daniel	Dist Learn Media Prod Spc	i Courses	\$44,745
Rowland, Terry	Project Manager-Architect	Planning, Design & Constr	\$72,026
Rude, Brian	Asst Copy Center Spvr	Copy This	\$26,059
Ruff-Hensley, Sheryl	Academic Admin Asst II	Marketing	\$35,972
Rund, Janice	Executive Asst I	College of Hlth & Human Svcs	\$31,717
Russell, Kristy	Athletics Equipment Attendent	Kinesiology	\$29,819
Russell, Terry	Accounting Technician	Bursars Office	\$30,578
Ruzicka, Francis	Instrument Control Mech II	Fac Mgmt-Maintenance	\$50,262

Ryan, Ashley	Study Away Advisor	Study Away	\$38,622
Safford, Natalie	Crd Res Life-Student Success I	Wells House	\$40,800
Saitta, Alicia	Regional Adm Counselor	Admissions	\$37,567
Sampson, Douglas	Univ Arch-Dir Pl, Des & Constr	Planning, Design & Constr	\$102,500
Sampson, Loretta	Systems Analyst	Computer Services	\$67,015
Sandefur, Diane	Admin Specialist II	Speech Lang Hearing Clinic	\$29,312
Sanders, Jason	Public Safety Officer	Safety & Transportation	\$27,549
Santos, Theodore	Custodian I	Fac Mgmt-Custodial	\$21,737
Sardeson, Jorel	Public Safety Officer	Safety & Transportation	\$27,549
Sartin, Carl	Distance Learning Engineer	Outreach Tech & Equipment	\$38,291
Sawchak, Stephen	Athl Trainer-Athl, Med & Rehab	Athletic Medical & Rehab Svcs	\$47,585
Scarlet, Freda	Cataloger/Ref Librarian WP	WP Library	\$41,911
Schanda, Jordan	Sustainability Coordinator	Environmental Health & Safety	\$34,675
Schehrer, Devin	Asst Dir Res Life-Ed & Dev	Res. Life Hous & Dining Svc	\$52,463
Scheve, Jesse	Staff Photographer	Photo Services	\$35,421
Schilla, Travis	Crd Leadership Development	Res. Life Hous & Dining Svc	\$42,158
Schiller, Megan	Research Analyst	Institutional Research	\$40,906
Schlinder, Kelly	Crd Foreign Language Institute	Foreign Language Institute	\$36,343
Schmedeke, Jeffrey	Asst Dir Mgmt Dev Institute	Mgmt Development Institute	\$55,016
Schmidt, Karl	Dir of Development	Development Office	\$57,110
Schneider, Scott	Dir Business & Support Svcs WP	WP Business Office	\$78,557
Schoneboom, Charles	Groundskeeper	Fac Mgmt-Grounds	\$22,911
Schrader, Bonnie	Admin Asst II	Research Administration	\$31,232
Schuldt, Amy	Asst Dir Publications	Publications	\$44,770
Schuldt, Richard	Dist Learn Media Prod Crd	i Courses	\$51,572
Schull, Cynthia	Dir Grants & Foundat Acct	Financial Services	\$79,656
Schulte, Catherine	Athl Trainer-Athl, Med & Rehab	Athletic Medical & Rehab Svcs	\$38,908
Schweiger, Jamie	Acad Advisor	Advisement Center	\$35,629
Scott, Karen	Information Spc-Financial Aid	Financial Aid	\$29,326
Scott, Michael	Asst Coach	Athletics-Track-Women	\$34,198
Scott, Robert	Physician Medical Staff	Taylor Health Center	\$137,941
Seabolt, Charles	Assoc Head Athletics Coach	Athletics-Soccer-Men	\$29,948
Seale, Joyce	Financial Aid Technician	Financial Aid	\$36,051
Seaman, Robert	Cust Inv & Equip Repair Forema	Fac Mgmt-Custodial	\$37,745
Searles, Lisa	Admin Asst IV	English Language Institute	\$37,645
Secca, Phillip	Sr Graphic Des Access & Outrea	Outreach Pub & Marketing	\$37,589
Seever, Natalie	Business Process & Reporting A	Registrar	\$52,956
Seevers, Lindsey	Comm Engagem & Ext Support	Library	\$42,636
Seibel, Craig	Custodian I	Plaster Stdt Union Physical Plnt	\$21,958
Seidel, Cody	Operations Asst Basketball	Athletics-Basketball-Men	\$34,454
Self, William	Access Control Specialist	Facilities Management	\$37,242
Sellers, Marie	Accounting Specialist	Physical Therapy Clinic	\$32,288
Sellers, Todd	Custodial Supervisor	Fac Mgmt-Custodial	\$34,782
Sevart, Jeanne	English Language Instruct Spc	English Language Institute	\$37,626
Severson, Jennifer	Dir Accounting & Budgeting	Financial Services	\$74,954
Shaffer, Patricia	Custodian I	Fac Mgmt-Custodial	\$22,247
Sharp, Keith	Custodial Eq Rep & Sp Proj For	Res Life Hous & Din Svc-Fac	\$37,707
Sharum, Stephen	Postal Distribution Clerk	Postal Services	\$31,754
Shaw, Margaret	VP for Marketing & Communicati	Marketing & Communications	\$142,800
Shepherd, John	Convenience Store Supervisor	Bookstore	\$35,280
Shepherd, Stuart	Stores Clerk Mechanical	Facilities Management	\$26,519

Sheppard, Tessa	Teacher, CDC	Child Development Center	\$27,917
Shikles, Craig	Custodial Supply,Del,&Storage	Res Life Hous & Din Svc-Fac	\$37,899
Shiple, Teresa	Executive Asst III	WP Dean of Acad Affairs	\$37,690
Shively, Eric	Instructional Tech Support Spc	College of Hlth & Human Svcs	\$56,100
Sikes, Scott	Custodian I	Res Life Hous & Din Svc-Fac	\$26,362
Sikonski, John	Telecommunications Tech Lead	Networking & Telecom	\$52,334
Silva-Galicia, Flor	Receptionist	Missouri State Online	\$24,557
Silvey, Jessica	Executive Asst III	Stu Develop & Public Affairs	\$38,436
Simons, Vicki	Admin Asst I	Counseling Center	\$28,145
Simpson II, Wesley	Clinical Ed Crd -AHEC	Research Administration	\$33,660
Simpson, Donald	Assoc VP Enrollment Mgt&Svcs	Enrollment Management & Srvs	\$116,278
Singleton, Dorothy	Accounting Specialist	Res. Life Hous & Dining Svc	\$32,734
Sisco, Richard	Workflow Systems Analyst	Computer Services	\$55,575
Siscoe, Denita	VP Student Affairs	VP Student Affairs	\$170,551
Sissel, Justin	Farm Operations Manager	Agriculture	\$41,184
Skalicky, Michele	Morning Show Host-Sr News Prod	KSMU	\$37,995
Skeeters, Priscilla	Course Materials Manager	Bookstore	\$48,247
Skinner, Sophia	Circ/Shelving Supv WP	WP Library	\$36,713
Slane, William	Distributed User Supp Spc	OPT	\$43,024
Slater, Lori	Positive Behavior Support Cons	SW Regional Prof Dev Ctr	\$48,050
Slavens, Robert	Groundskeeper	Fac Mgmt-Grounds	\$22,888
Sliger, Ashley	Contracts Administrator	Planning, Design & Constr	\$34,681
Sligh, Matthew	Asst Coach	Athletics-Basketball-Men	\$73,904
Sloniker, Stephen	Public Safety Officer	Safety & Transportation	\$26,171
Sly, James	Technical Trainer	Computer Services	\$41,878
Sly, Jeffrey	Custodian Apprentice	Res Life Hous & Din Svc-Fac	\$18,907
Smith, Allison	Crd Housing Assignments	Res. Life Hous & Dining Svc	\$41,534
Smith, Andrew	Construction Foreman	Facilities Management	\$43,035
Smith, Anthony	Master Control Operator	OPT	\$24,923
Smith, Deanna	On-Site Outreach Coord	West Plains Center	\$35,615
Smith, Janis	Accounting Specialist	Facilities Management	\$29,982
Smith, Karen	Executive Asst II	College of Arts & Letters	\$31,505
Smith, Tanya	Buyer	Procurement Services	\$42,048
Smith, William	Custodian I	Fac Mgmt-Custodial	\$26,424
Snider, Erin	Academic Admin Asst II	Occupational Therapy	\$26,732
Snider, Stephen	Senior Database Analyst	Computer Services	\$70,804
Snider, William	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$39,956
Sode, Olujimi	Adm Crd Diversity Outreach & Re	Admissions	\$40,800
Spalding, Roger	Network Analyst	Networking & Telecom	\$62,139
Sparks, Andrew	Web Systems Analyst	Computer Services	\$54,060
Spaulding, Cynthia	Financial Aid Counselor	Financial Aid	\$34,884
Speer, Jason	Distributed User Supp Spc	College of Business	\$44,031
Speer, Robert	Sr Research Scientist	Jordan Valley Innovation Center	\$51,849
Spinabella, Julie	Admission Crd-Data & Comm	Admissions	\$37,219
Spitzer, Chris	Custodian I	Fac Mgmt-Custodial	\$20,928
Stacey, Samantha	Custodian I	Fac Mgmt-Custodial	\$21,737
Stadler, Craig	HVAC Mechanic	Fac Mgmt-Maintenance	\$45,105
Stadler, Denise	Residence Hall Receptionist	Wells House	\$28,851
Staeger, Roy	Public Safety Trainer-Investig	Safety & Transportation	\$32,734
Stafford, Gary	Career Resources Specialist	Career Center	\$42,606
Stafford, Neal	Head Athletics Coach	Athletics-Golf-Men	\$32,235

Stagner, Kimberly	Acad Adv/Retention Spc COB	College of Business	\$38,591
Stanley, Marianne	Programmer/Analyst	Computer Services	\$56,466
Stansbury, Sandra	Custodian I	Fac Mgmt-Custodial	\$21,448
Stanton, Dawn	Residence Hall Receptionist	Scholars House	\$18,486
Stanton, Shannon	Asst Box Office Manager	Juanita K Hammons Hall	\$36,623
Steckel, Dave	Head Athletics Coach	Athletics-Football-Men	\$280,357
Steele, Lori	Asst Dir, Dual Credit Prgm	Dual Credit	\$27,426
Steele, Teresa	Budget Officer	College of Education	\$45,169
Steele, William	Property Control Specialist	Property Control	\$30,835
Stefka, Joyce	Executive Asst II	Library	\$36,020
Steinman, Christina	Accountant	Financial Services	\$37,902
Steinshouer, Linda	Academic Admin Asst II	Social Work	\$27,879
Stephens, Jill	Software Support Specialist WP	WP Info Technology Services	\$47,925
Stephens, Linda	Asst Dir Hr Employment & Emp	Office of Human Resources	\$60,393
Stevens, Carol	Accounting Specialist	Financial Aid	\$31,182
Stevens, Jeffrey	Public Safety Officer	Safety & Transportation	\$27,549
Stevens, Linda	Licensed Practical Nurse	Taylor Health Center	\$37,138
Stewart, Brenda	Admin Asst III	Institutional Equity & Comp	\$33,227
Stewart, Gary	Dir Res Life Hous & Din Svcs	Res. Life Hous & Dining Svc	\$87,281
Stewart, Joseph	Sr Fine Arts Producer	KSMU	\$38,436
Stewart, Marjorie	Career Resources Specialist	Career Center	\$42,673
Stewart, Misty	Crđ Graduate Recruitment	Graduate College	\$34,986
Stiles, Jackie	Asst Coach	Athletics-Basketball-Women	\$80,326
Stinnett, Kathleen	Crđ Stđt Dev & Public Affairs	Stu Develop & Public Affairs	\$32,640
Stipp, Timothy	Budget Officer	College of Hum & Pub Affairs	\$45,169
Stock, Carla	Accounting Technician	Bursars Office	\$29,738
Stokes, Melissa	Head Athletics Coach	Athletics-Volleyball-Women	\$102,157
Stopczynski, Stacey	Accounting Technician	Computer Svcs-Bearpass Card	\$34,178
Stout, Randy	Field & Maint. Crew Leader	Agriculture-Mtn Grv Campus	\$30,083
Stovall, Richard	Employment Specialist	Office of Human Resources	\$41,416
Stranghoener, Michael	Custodian I	Fac Mgmt-Custodial	\$27,647
Street, Lori	Membership Mgr - Radio & Tv	KSMU	\$30,744
Strider, Angela	Crđ Res Life Hous & D-Fac & Op	Res. Life Hous & Dining Svc	\$46,373
Strmiska, Betty	Admin Asst II	Counseling Center	\$27,581
Strong, Elizabeth	Dir Study Away Programs	Study Away	\$57,241
Strong, Joe	Distance Learning Engineer	Outreach Tech & Equipment	\$50,113
Strope, Kimberly	Crđ,Office of the Registrar	Registrar	\$38,419
Stuppy, Joshua	Sr Network Analyst	Networking & Telecom	\$71,793
Sullivan, Jennifer	Asst Coach	Athletics-Basketball-Women	\$85,369
Sullivan, John	Guard Manager	Music	\$26,280
Sullivan, Maxine	Band Coordinator	Music	\$30,118
Surface, Janet	Academic Admin Asst II	WP Allied Health Division	\$32,315
Sutton, Tami	Executive Asst IV	Research & Economic Develp	\$55,148
Swearingen, Andrew	Centralized User Supp Spc	Computer Services	\$44,301
Swift, Donald	Powerhous Foreman	Fac Mgmt-Maintenance	\$48,247
Swigert, Dwayne	Library Associate III	Library	\$38,954
Swindell, Lori	Sr Accountant-Analyst	Financial Services	\$45,900
Switzer, Jeffrey	Boiler Fireman	Fac Mgmt-Maintenance	\$41,657
Syler, Christopher	Custodian I	Fac Mgmt-Custodial	\$26,589
Syler, Melody	Custodian I	Fac Mgmt-Custodial	\$22,247
Szepatowski, David	Admin Assistant II	College of Natl & App Science	\$26,796

Talty, Beverly	Registered Nurse	Taylor Health Center	\$47,778
Tate, Pamela	Stdt Support Spc-Title III WP	WP Dean of Acad Affairs	\$37,501
Taylor, Eric	Videographer/Editor FCTL	Faculty Ctr for Teach & Learn	\$33,795
Taylor, Lisa	Asst To The Dean Graduate Coll	Graduate College	\$51,000
Taylor, Vickie	Centralized User Supp Spc	Computer Services	\$41,878
Templeton, Kelly	Managing Director	Theatre & Dance	\$51,598
Templeton, Martha	Academic Admin Asst II	Mathematics	\$32,296
Terry, Jane	Academic Admin Asst II	Religious Studies	\$31,256
Tharp, Billy	Public Safety Officer	Safety & Transportation	\$30,241
Theissen, Ryan	Groundskeeper	Fac Mgmt-Grounds	\$22,317
Thieman, Cynthia	Professional Ed Advisor-Recrui	Childhood Ed & Family Studies	\$36,504
Thomas, Davey	Custodian I	Fac Mgmt-Custodial	\$32,210
Thomas, Joshua	Radio Communications Officer	Safety & Transportation	\$28,578
Thomas, Kent	Asst VP Int Prgms-Dir Int Recr	International Programs	\$100,124
Thomas, Laura	Accountant	Financial Services	\$36,720
Thompson, Dian	Asst Box Office Manager	Juanita K Hammons Hall	\$38,145
Thompson, Dustin	Project Supervisor	Ctr for Archeological Research	\$33,713
Thompson, Mark	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$36,514
Thompson, Nathan	Asst Coach	Athletics-Baseball-Men	\$57,016
Thurman, Robert	Custodian I	Fac Mgmt-Custodial	\$23,884
Tibbs, Bart	Asst Dir Adms Freshman Crd	Admissions	\$51,083
Tindle, Aundrea	Custodian Apprentice	Res Life Hous & Din Svc-Fac	\$18,907
Tindle, KaSandra	Custodian I	Custodial Services	\$20,800
Tinney, Robert	Distributed User Supp Spc	College of Education	\$48,957
Titus, Christy	Academic Admin Asst I	Sociology & Anthropology	\$19,757
Tolleson, Melissa	Admin Asst II	Missouri State Outreach	\$23,096
Totten, Linda	Custodial Foreman	Fac Mgmt-Custodial	\$35,231
Totty, Angela	Dean Student Services WP	WP Student Services	\$87,252
Townsend, Steven	Pressroom Operator	Printing Services	\$32,208
Tracy, Corey	Media Systems Technician	Faculty Ctr for Teach & Learn	\$37,225
Travis, Brooks	Information Tech Crd-U Libraries	Library	\$58,140
Treese, Joe	Journeyman Plumber	Fac Mgmt-Maintenance	\$36,368
Trewatha-Bach, Stacey	Crd, Public Affairs Spec Proj	Public Affairs	\$33,243
Trotter, Alisa	Asst Dir Business Advisement	College of Business	\$44,782
Turk, Scott	Database Analyst	Computer Services	\$54,865
Turner, Britni	Administrative Spc II	Financial Aid	\$27,156
Turner, Pamela	Admin Asst IV	Agriculture-Mtn Grv Campus	\$37,794
Turner, Steve	Custodian I	Res Life Hous & Din Svc-Fac	\$23,247
Turner, Steven	Vehicle & Equip Mechanic	Agriculture-Mtn Grv Campus	\$31,808
Turner, Susan	Grant Development Spc WP	WP Director of Development	\$40,850
Turner, Valerie	Career Resources Specialist	Career Center	\$42,655
Uffmann, Richard	Assoc Dir of Taylor Health	Taylor Health Center	\$54,734
Underhill, Nancy	Groundskeeper/Arborist	Fac Mgmt-Grounds	\$29,173
Underlin, Nancy	Academic Admin Asst II	Economics	\$31,553
Underwood, Judy	Custodian I	Fac Mgmt-Custodial	\$21,529
Underwood, Stacey	Custodian I	Fac Mgmt-Custodial	\$25,889
Underwood, Tabitha	Exec Dir Mo Campus Compact	Mo Campus Compact	\$54,805
Usukumah, Ime	Asst Project Manager	Planning, Design & Constr	\$42,158
Utne, Benjamin	Centralized User Supp Spc	Computer Services	\$41,878
Van Huis, Robin	Residence Hall Receptionist	Blair-Shannon House	\$18,851
Van Riessen, Chad	Asst Coach WP	WP Athletics-Men	\$35,394

Van Someren, Thomas	Sr Programmer/Analyst	Computer Services	\$64,058
Vaneva, Teodora	Systems Analyst	Computer Services	\$53,519
Vaughan, David	Dir Environmental Management	Environmental Health & Safety	\$75,392
Vaughan, Julie	Budget Officer	College of Natl & App Science	\$44,649
Vaughan, Lori	Academic Admin Asst I	Nursing	\$23,974
Vaught, Linda	Research Coordinator	Physician Assistant Studies	\$45,499
Veach, Susan	Human Resource Records Technic	Office of Human Resources	\$30,764
Vestal, Corey	Journeyman Plumber	Fac Mgmt-Maintenance	\$34,878
Viau, Robroy	Asst Project Manager	Planning, Design & Constr	\$45,438
Viets, Paul	Maintenance Painter	Fac Mgmt-Maintenance	\$38,317
Wade, Lori	Administrative Spc II	Kinesiology	\$29,711
Wadley, Dustin	Groundskeeper	Fac Mgmt-Grounds	\$22,316
Walden, Clella	Licensed Practical Nurse	Taylor Health Center	\$36,241
Walker, Clara	Admin Asst III	Taylor Health Center	\$33,712
Walker, Grady	Custodian I	Res Life Hous & Din Svc-Fac	\$28,715
Walker, Jennifer	Financial Aid Counselor, WP	WP Financial Aid	\$33,560
Wall, Earl	Parking-Transit Supervisor	Safety & Transportation	\$39,577
Wall, Laurie	Registrar WP	WP Registration & Records	\$43,804
Waller, Griffin	Asst Strength-Conditioning Coa	Athletics Strength & Cond	\$40,800
Walsh, Briana	Asst Coach WP	WP Athletics-Women	\$34,870
Walters, Bradley	Enterprise System Administrato	Computer Services	\$54,865
Wamsher, Zachary	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$30,296
Wantland, Carisma	Custodian I	Fac Mgmt-Custodial	\$22,247
Ward, Dennis	Custodian I	Res Life Hous & Din Svc-Fac	\$32,518
Ward, Sandra	Custodian I	Fac Mgmt-Custodial	\$30,500
Wardell, Mary	Physician Medical Staff	Taylor Health Center	\$138,351
Warnow, Cynthia	University Operator	Networking & Telecom	\$30,848
Warren, Melissa	Dir Interactive Video & Off-Ca	Missouri State Outreach	\$42,149
Waters, Brenda	Admin Asst III	Development Office	\$35,949
Waugh, Douglas	Chief Radio Engineer	KSMU	\$60,283
Weathermon, Danny	Athletics Equipment Stores Spc	Intercollegiate Athletics	\$27,760
Webb, Joseph	Farm Operator	Agriculture	\$25,198
Webb, Krista	Tech Support Specialist WP	WP Info Technology Services	\$43,884
Webb, Marion	Food Service Crd, Cdc	Child Development Center	\$21,529
Webb, Michael	Preventative Maint Coordinator	Fac Mgmt-Maintenance	\$43,540
Weber, Andrea	Dir Student Conduct	Dean of Students Office	\$51,881
Weber, Donald	Dir Plaster Student Union	Plaster Student Union Admin	\$66,455
Weber, Mallory	Head Athletics Coach	Athletics-Tennis-Women	\$36,887
Webster, Lauren	Contract Compliance Manager	Planning, Design & Constr	\$52,513
Welch, Granvill	Custodian I	Res Life Hous & Din Svc-Fac	\$23,317
Welch, Jacob	Radio Communication Supervisor	Safety & Transportation	\$36,192
Welch, James	Crd Web Recruitment	Admissions	\$41,198
Wells, Gary	Maintenance Foreman	Fac Mgmt-Maintenance	\$43,211
Wendel-Stevenson, Courtney	New Media Specialist	Web and New Media	\$36,645
Weter, Jennifer	Coordinator, Pharmacy Services	Taylor Health Center	\$43,756
Wheeler, Jack	Events Crd Jkhpha	Juanita K Hammons Hall	\$40,608
Wheelis, Lori	Custodian I	Fac Mgmt-Custodial	\$21,529
Whisenant, Brenda	Sr Computer Operator	Computer Services	\$46,375
White, Donald	Sr Broadcast Engineer TV	OPT	\$55,365
White, John	Veterans Incentive Program Crd	WP Student Advisement	\$32,008
White, Kevin	Sr Photographer	Photo Services	\$40,843

White, Victoria	Financial Aid Counselor	Financial Aid	\$34,101
Whitmire, Laura	Assoc Dir Stdt Engagement	PSU-Student Engagement	\$47,430
Whitten, Lori	Administrative Spc II	Res. Life Hous & Dining Svc	\$28,157
Whittington, Jessica	Accounting Technician	Financial Services	\$28,687
Whittington, Kirk	Laundry Services Repair Tech	Res Life Hous & Din Svc-Fac	\$29,838
Wicks, Janet	Invoicing Spc-Clinique Crd	Bookstore	\$36,494
Wiedemann, Paula	Head Athletics Coach	WP Athletics-Women	\$54,299
Wienberg, Darren	Acad Advisor	Advisement Center	\$54,849
Wiggins, Jill	Dir Career Center	Career Center	\$72,685
Wilburn, Nicole	Asst Dir Res Life-Ed & Dev	Res. Life Hous & Dining Svc	\$49,313
Wiley, Tammy	General Mgr Ksmu & Ozarks Publ	KSMU	\$111,486
Wilhelm, Paula	Asst Dir Hr Emp Dev & Performa	Office of Human Resources	\$61,951
Williams, Deborah	Library Associate I	Library	\$30,108
Williams, Jeffrey	Research Specialist	Biology	\$31,824
Williams, Julia	Academic Admin Asst II	Theatre & Dance	\$27,570
Wills, C. Michael	Dir Procurement	Procurement Services	\$78,841
Willson, Douglas	Bursar	Bursars Office	\$71,171
Wilson, Brenda	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$26,737
Wilson, Kevin	Testing Technician	Library	\$34,085
Wilson, Lance	Public Safety Officer	Safety & Transportation	\$26,591
Wilson, Laurie	Executive Asst II	College of Hum & Pub Affairs	\$34,426
Wilson, Ryan	Centralized User Supp Spc	Computer Services	\$42,085
Wilson, TaJuan	Exec Dir TRIO & Multicultural	TRIO	\$70,089
Winborne, Joshua	Admin Asst II	English Language Institute	\$30,012
Wingo, Hannah	Corp Support Rep Spc Event Crd	KSMU	\$29,731
Winkler, Danny	Instructional Tech Support Spc	College of Business	\$59,845
Wise, Brittany	Crd, Psychology Advisement	Psychology	\$36,396
Wittorff-Sandgren, Dorothy	Community Development Coord	Ctr Resource Planning & Mgmt	\$37,775
Wolf, Candice	Asst Dir Alumni Activities	Alumni Relations	\$42,158
Wolf, Donald	Maintenance Gen Mechanic	Fac Mgmt-Maintenance	\$32,224
Wollard, Rick	Custodian I	Res Life Hous & Din Svc-Fac	\$25,551
Wood, April	Admin Asst II	Registrar	\$27,262
Wood, Mary	Dir of Public Affairs Support	Public Affairs	\$54,346
Wood, Michael	Director First Year Programs	First Year Programs	\$50,671
Woolsey, Mark	Assessment & Learning Outc	Assessment	\$42,573
Wray, Melinda	Licensed Practical Nurse	Taylor Health Center	\$37,138
Wright, Amy	Assistant Teacher CDC	Child Development Center	\$20,928
Wright, James	Athletics Equipment Attendent	Kinesiology	\$29,258
Wright, Jeremy	Admin Asst II	Financial Aid	\$27,685
Wright, Joan	Crd College Readiness	WP Instruction	\$43,804
Wright, Julie	Admin Asst II	Development Office	\$37,533
Wright, Thomas	Custodial Specialist	Res Life Hous & Din Svc-Fac	\$33,213
Wrinkle, Cheryl	Special Ed Improvement Consult	SW Regional Prof Dev Ctr	\$48,050
Wu, Shuo-Sheng	Geospatial Information Technic	Geography Geology & Planning	\$47,703
Wynn, Gerald	Asst Manager Production Tv	OPT	\$51,188
Wynn, Jannette	Custodian I	Fac Mgmt-Custodial	\$20,928
Yates, Jonna	Radio Communications Officer	Safety & Transportation	\$26,171
Yeap, Emily	Prog Crd Service Learning	Citizenship & Service Learning	\$33,738
Yin, Hongjun	Library Associate I	Library	\$31,092
Yokeley, Marcus	Asst Coach	Athletics-Football-Men	\$92,316
Yost, Nikki	Accounting Specialist	Missouri State Outreach	\$24,167

Young Smith, Kelsie	Foundation Scholarship Crd	Development Office	\$36,343
Young, Angela	Assessment & Learning Consultant	Assessment	\$42,573
Young, Crystal	ELI Academic Spc	English Language Institute	\$39,458
Young, Darren	Technical Support Specialist	International Programs	\$43,302
Zay-Russell, Vickie	Administrative Spc I	Safety & Transportation	\$27,056
Zhang, Peng	Business Instruction Spc	Research & Economic Develp	\$46,920
Zhou, Xiaomin	Financial Technology Suppt Spc	Financial Services	\$42,910
Ziegler, Carol	Military/Veterans Transition	Veterans Student Services	\$35,304
Zordell-Reed, Marina	Crd Research Administration	Research Administration	\$56,432

Vote: _____ Yea
 _____ Nay

MISSOURI STATE UNIVERSITY

III.F.6.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic employees, as itemized below, are effective August 1, 2016.

Executive, Managerial, Administrative, Professional and Non-exempt Staff

<u>Name</u>	<u>Department</u>	<u>Title</u>	<u>New Salary</u>
Dalton, Benjamin	Lab Supervisor CNAS	Biology	\$30,316
Erwin, Stephanie	Distance Ed & Lab Supv	Cooperative Engineering Prgm	\$37,934
Herring, Tara	Lab Supervisor CNAS	Biology	\$33,265
Hopper, Tina-Maria	Lab Supervisor CNAS	Biology	\$37,026
Jordan, Linda	Dual Credit Crd-English	English	\$37,405
Knowles, Amy	Student Teacher Supv-English	English	\$36,866
Langston, Lisa	Mental Health Clinician	Counseling Center	\$37,614
Robertson, Jessica	Professional Ed Advisor	College of Education	\$35,534
Stevens, Darcy	Recording Arts Educator	Music	\$45,097
Snodgrass, Ronald	Asst Dir Greenwood	Greenwood Lab School	\$56,100

Vote: _____ Yea
 _____ Nay

IV.A.

PRESIDENT'S REPORT

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

1. Highlight Alumni Award Winners
2. Approval of Fiscal Year 2017 Internal Operating Budget
3. Approval of Long-range Plan

MISSOURI STATE UNIVERSITY

FINANCE NO.
Request for FY17 Internal Operating Budget

The following resolution was moved by _____

and seconded by _____.

BE IT RESOLVED by the Board of Governors for Missouri State University that the Internal Operating Budget for the year ending June 30, 2017, consisting of \$187,165,091 in budgeted operating revenues, \$97,438,746 in budgeted non-operating revenues, \$265,823,285 in budgeted expenses, \$(18,105,333) in budgeted transfers and \$960,753 in budgeted non-recurring allocations be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non- Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non-recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non-recurring allocations)
Springfield Campus							
Operating Fund	\$ 108,741,065	\$ 83,528,193	\$ 188,537,038	\$ (4,692,133)	\$ (959,913)	\$ 960,753	\$ 840
Total Designated Funds	18,354,994	2,500,569	20,208,860	(386,821)	\$ 259,882	-	\$ 259,882
Total Auxiliary System Fund	54,959,029	5,035,635	45,760,341	(12,914,674)	\$ 1,319,649	-	\$ 1,319,649
Total Springfield Campus	182,055,088	91,064,397	254,506,239	(17,993,628)	619,618	960,753	1,580,371
West Plains Campus							
Operating Fund	4,314,830	5,884,199	10,295,305	98,562	2,286	-	2,286
Total Designated Funds	-	485,000	484,961	-	39	-	39
Total Auxiliary System Fund	795,173	5,150	545,780	(210,267)	44,276	-	44,276
Total West Plains Campus	5,110,003	6,374,349	11,326,046	(111,705)	46,601	-	46,601
Total Budget	\$ 187,165,091	\$ 97,438,746	\$ 265,832,285	\$ (18,105,333)	\$ 666,219	\$ 960,753	\$ 1,626,972

*Budgeted Operating Revenues are net of \$23,372,441 of Scholarships.

Peter Hofherr
Chair of the Board

Passed at Meeting of
June 10, 2016

John W. McAlear
Secretary

Comments: The FY17 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

IV.A.3.

RECOMMENDED ACTION – Approval of the 2016-2021 Long-Range Plan

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

WHEREAS, the University regularly engages in a long-range planning process; and

WHEREAS, the current long-range plan “Fulfilling Our Promise” served the period 2011-2016; and

WHEREAS, last year Missouri State University completed the strategic visioning project “Missouri State Vision: Our Passion for Excellence”; and

WHEREAS, the University formed a twelve-member steering committee with broad representation from academic and non-academic units throughout campus to utilize the final visioning report as the foundation to develop the University’s 2016-2021 Long-Range Plan; and

WHEREAS, the steering committee solicited input from internal and external audiences through stakeholder meetings, public comment on the website, and comments solicited through internal and external communications; and

WHEREAS, throughout the past year the steering committee drafted multiple versions of the plan, evaluated feedback received, made revisions to drafts based on such feedback, and developed the final version of the 2016-2021 Long-Range Plan, a copy of which immediately follows this resolution; and

WHEREAS, the new long-range plan is ready for implementation beginning July 1, 2016.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the attached 2016-2021 Long-Range Plan be approved and implemented beginning July 1, 2016 and concluding June 30, 2021 to guide the University in its priorities for the next five years.

BE IT FURTHER RESOLVED that the Board of Governors authorizes the President to make any necessary adjustments and updates to the details of the plan as it is implemented over the next five years, and report significant changes to the Board of Governors.

VOTE: **AYE** _____

NAY _____

DRAFT
6/3/16



Missouri State.
UNIVERSITY

Implementing the Vision:

2016-21 LONG-RANGE PLAN

www.missouristate.edu/longrangeplan

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A person with a backpack is walking on a path. In the background, there is a stone wall with the words "MISSOURI UNIVERSITY" faintly visible on it.

Mission, vision and values

MISSION

Missouri State University is a comprehensive institution offering undergraduate and graduate programs, including the professional doctorate. The university educates students to be global citizen scholars committed to public affairs.

VISION

Missouri State University will be the university of choice to develop successful students who excel academically and in ethical leadership, cultural competence and community engagement.

VALUES

We value:

- a **student-centered learning environment** and **excellent teaching** that promote and support academic success and personal development.
- the generation, discovery, dissemination and preservation of **knowledge** developed through **research** and **creative activity**.
- personal and academic **integrity** in all our endeavors.
- **inclusiveness**, fairness, equity and social justice; the recognition that each person possesses not just one, but multiple identities; and the celebration of the similarities, as well as the differences, of our diverse campus.
- **our people** and their ability to foster an **environment of respect** for all individuals within a climate of civility, trust and collaboration.
- **continuous improvement** in our programs, policies and procedures.
- **innovation** and promotion of the **entrepreneurial spirit** in all aspects of university life.
- **collaboration**, both internally and externally, to promote meaningful **partnerships** that further the university's goals.
- **pride in**, and **celebration of**, the achievements of the university and campus community, past and present.
- **responsible and transparent stewardship** of the university's and community's resources for a sustainable future.

**Missouri
State**TM
UNIVERSITY

Implementing the vision

Effective long-range plans are strategic. While they chart a bold course, they are flexible. They include goals that are aspirational, but also achievable. The best long-range plans are calls to action, focusing on implementation and accountability. They guide future initiatives and allocation of resources.

Built on the visioning committee's work and report in 2014-15, Missouri State's long-range plan for 2016-21 outlines the vision, strategic priorities and university goals in each of the six key areas: academic profile, student experience, diversity and inclusion, globalization, infrastructure and funding. The course has been charted. Now the work begins.

MISSOURI STATE'S UNIQUE CHARACTER

Since its founding in 1905 as State Normal School Number Four to provide for the education of teachers, Missouri State has held service to the citizens of Missouri as one of its highest values. Moreover, excellent teaching and student centeredness have been priorities for the institution and contribute to the unique character of what is now Missouri State University. We are proud that our faculty and staff work with students, individually and collectively, to help them achieve their academic and life goals.

In 1995, Missouri State's statewide mission in public affairs was signed into law. The mission asks students, faculty and staff to consider *what* they learn in the context of their role as citizens. It encompasses three pillars of public affairs: ethical leadership, cultural competence and community engagement. Faculty and staff have worked to integrate the mission so students understand how their actions affect society at large.

These characteristics constitute the heart of the university and will be advanced in the long-range plan.

CHALLENGES TO HIGHER EDUCATION

Higher education in the United States faces daunting challenges that will influence the institution's strategic priorities for the foreseeable future.

First among these is increased competition at all levels: for students, faculty and staff, and resources. Competition will intensify in coming years.

Demographic changes will influence how the university operates. For example, first-generation students, who have not traditionally considered themselves college-bound, constitute more than one-third of Missouri State's incoming class. These students – talented and qualified academically – may lack the background that gives non-first-generation students a boost in navigating college waters. We must not lose this talent!

Among the most influential changes affecting higher education is the decreasing support at the state level. Thirty years ago, nearly three-fourths of the university's financial support came from the state, with student tuition and private support constituting the remainder. Today, those numbers are nearly reversed – the state provides about one-third of the university's support. This has substantially increased the financial burden for students and their families as universities are forced to rely on private support. Maintaining affordability is a priority in the strategic plan.

Finally, societal attitudes about the value of a college education contribute to the current climate in higher education. A college education has increasingly become viewed as a private commodity rather than a public good that benefits all society, despite data demonstrating that college-educated citizens make more money, pay more taxes and are less likely to be unemployed or under-employed in their lifetime.

STUDENT SUCCESS IS THE TOP PRIORITY

Student success is at the center of the long-range plan and is the primary reason for the programs, initiatives and goals developed within this plan.

While what constitutes success is defined individually by each student, a *sine qua non* is that Missouri State University seeks to develop broadly educated persons. The university's general education statement emphasizes that a university education should do more than prepare students for specific jobs. All students must be able to ask good questions, develop solutions to problems and make generalizations – in short, to *think*. They also must be able to work collaboratively to solve problems. Moreover, whatever the student's ultimate degree, the liberal arts provide the foundation on which the student's education rests.

When students graduate, they must be prepared with skills to enter the job market. They must also be able to adapt to the job market and be ready to change jobs or careers as individual interests and societal trends shape their paths.

Student success also involves the ability to engage appropriately with each of the three pillars of public affairs. Graduates will be leaders in their communities, nationally and globally. They must be able to interact with others whose upbringing, values and culture may be markedly different from their own. They must be willing to contribute their skills, knowledge and experiences to benefit their communities and the broader society.

COMMUNICATING ABOUT AND IMPLEMENTING THE LONG-RANGE PLAN

This long-range plan provides the framework to guide the work that follows: communicating about and implementing this plan. The plan will be disseminated widely throughout the university community, posted on the long-range plan website and distributed in printed form to all faculty and staff. Members of the university's top leadership team will be responsible for disseminating the plan and ensuring that the individuals in their units understand and have communicated the plan to those in their units, in preparation for implementation.

The priorities and goals presented in this plan are strategic. During the next five years, each unit of the university will develop the specific goals and tactics that will operationalize the plan, direct how the university will allocate its resources, identify which individuals or groups are accountable for implementation and specify the measures by which the plan will be evaluated.

Academic profile



The academic profile goals are as clear as they are challenging. Over the next five years, Missouri State aspires to maintain its strong academic traditions, fully develop its competitive advantages and position itself to respond effectively to the

changing environment.

The university will strive to achieve these goals at a time when state appropriations represent a declining percentage of overall funding, where there is a desire and continuing need to increase

enrollment in a highly competitive environment, where there are increasing workload demands on faculty and where there is increased skepticism about the value of a college degree.

VISION

Missouri State University will provide students with choices from an array of academic programs, research options and opportunities to connect in meaningful ways, all of which will help them succeed and fulfill their dreams.

ACADEMIC TRADITIONS

Since it was founded in 1905, Missouri State has been known for its outstanding teaching, strong liberal arts foundation and commitment to academic standards. Those traditions have remained university hallmarks throughout its history.

Missouri State is committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual, as well as physical realms. In a world where knowledge can become outdated quickly, the university is committed to the discovery and dissemination of information that serves the future, and to emphasizing the importance of critical thinking skills to adapt to changing conditions.

Missouri State has long been recognized for its student advising, which has won multiple regional and national awards. Understanding the important role advising plays in student success, the university remains committed to superior advising.

COMPETITIVE ADVANTAGES

Missouri State's graduate programs and targeted research set it apart from other institutions in Missouri and the region. The university will build on this competitive advantage in the coming five years.

Over the past 25 years, Missouri State has tripled its graduate programs and more than doubled the number of graduate students. As graduate education has grown, so has a corresponding emphasis on research and scholarly activity.

All tenure-track faculty members are expected to participate in research, defined broadly in the "Faculty Handbook" as scholarship that ranges from artistic creation to scientific discovery, which not only generates new knowledge, but also positively influences teaching and student learning. Missouri State has developed and invested in research areas where faculty have expertise and grant dollars are available, and it will continue to support this important objective.

To maintain its edge, Missouri State will explore ways to balance the faculty's work in research and scholarly activity with its other

diverse responsibilities: teaching, advising, mentoring, university service, community service and more. Finding the appropriate balance will require the university to use all of the administrative tools currently available, as well as explore other approaches to fulfill these responsibilities effectively.

Finally, Missouri State's statewide mission in public affairs, approved by the Missouri General Assembly and signed into law by the governor in 1995, distinguishes the university. The three pillars of the mission – ethical leadership, cultural competence and community engagement – have been woven into all aspects of campus life, from academics to residence life to a multitude of special events.

RESPONSE TO CHANGE

Change will come at an accelerated pace during the next five years. Missouri State is committed to initiating new academic programs to meet societal needs, embracing new delivery systems to respond to student desires and addressing requirements of employers – all without compromising academic rigor and integrity.

One key to achieving this goal is through cross-disciplinary partnerships in academic programs and research. Such partnerships provide students with breadth and context, and also prepare them to work in teams and across geographic distances to achieve goals – all skills demanded by society and employers.

PERFORMANCE INDICATORS

- High impact education experiences
- Student success
- Faculty characteristics
- Faculty scholarship
- Grants and contracts
- Public affairs

For additional information, please see pages 20-23.

STRATEGIC PRIORITIES

- Offer distinctive academic programs to succeed in the crowded and competitive higher education marketplace.
- Create an environment that stimulates research, which will enhance the quality of teaching and increase the university's profile at the national and international level.
- Emphasize collaboration, both internally and externally, to promote academics and research for developing well-rounded students who can effectively integrate into society and their chosen careers.
- Embrace dynamic adaptation as the norm at Missouri State to meet the pace of change, including theoretical, pedagogical and technological advances.

UNIVERSITY GOALS

- Continue to offer a strong liberal arts education as the foundation for all academic programs.
- Regularly evaluate, modify, add and eliminate programs to respond to societal needs as appropriate.
- Expand graduate programs to serve distinctive regional, national and international needs.
- Provide faculty and students the resources, mentoring and incentives that support research productivity and collaboration.
- Employ a strategic approach to faculty recruitment and hiring which will enhance scholarship and excellent instruction.
- Improve performance on measures of student success (e.g., retention, graduation) to achieve sustained excellence.
- Organize academic units to increase efficiency and facilitate cross-disciplinary study and research.
- Offer cutting-edge academic programs that incorporate innovative technologies and experiential learning.
- Increase the use of student-centered instructional models and schedules while maintaining academic rigor.

Student experience

Universities used to strive for *high student satisfaction*. That's not good enough any longer. In recent years, the bar has been appropriately raised.

Today, the only acceptable result is *student success*. That is what students – whether traditional, nontraditional or graduate students – expect for their investment of time and money. And that is why student success is a major focus in this five-year plan.

While students may define success in slightly different ways depending on their own situations and goals, for full-time undergraduates, it means graduating

in four and no more than six years; being prepared to have a successful career in their chosen fields; having no debt or at least manageable debt; possessing the characteristics of an educated person; and having the skills and experience not only to be productive members, but also leaders in their communities. These are all reasonable expectations.

To foster student success, Missouri State is committed to the development of each student as a whole person. So, in addition to providing a wide array of strong undergraduate and graduate academic programs, and fostering

students' academic success, the university will advocate wellness as a lifestyle, strive to provide a safe and secure environment in which to live and study, promote and protect freedom of expression, develop leaders, provide meaningful support services, and celebrate diversity and inclusion, as well as the globalization of the campus.

Make no mistake – students will find Missouri State challenging. But, then again, college should be rigorous. And, students will be expected to fulfill their part of this educational partnership by attending class, engaging in discussions,



VISION

Missouri State University will provide a rich, memorable, distinctive and transformative educational experience through a variety of curricular and co-curricular programs that will ensure students succeed both during and after college.

staying current with readings and homework, participating in co-curricular activities and seeking help when they need it. Missouri State faculty, staff and administrators will do their part to support and provide opportunities.

By achieving greater student success, Missouri State will solidify its student-centered reputation, and maintain its foundation of loyal alumni and generous donors.

EDUCATED PERSONS

The characteristics of an educated person are clear, measurable and recognizable. An educated person is someone who is literate in the broadest sense; has an appreciation for the beauty and complexities of citizenship in his or her community and in the world; has the skills and motivation to continue to learn after leaving the university; and can solve problems through the mastery and application of one or more academic disciplines.

Educated persons are developed through the interaction of competent, caring faculty; skilled and dedicated staff; and capable, motivated fellow students. The university is committed to developing educated persons by challenging them academically while nurturing them in their personal growth. As enrollment continues to grow, maintaining these vital relationships with faculty and staff may require the university to develop fresh approaches without losing that personal touch.

KEYS TO SUCCESS

Research and experience support that there are several keys to improving retention and graduation rates. They include:

- Providing early, regular and outstanding advising.
- Allowing students to take courses in their chosen area of interest early in their college careers.
- Creating opportunities for students to develop relationships with faculty members, and encouraging faculty members to mentor students.
- Engaging students in academic activities (internships, practicums, part-time jobs, study away, service learning and more) and campus activities (intercollegiate athletics, arts, speaker and other special events, living-learning communities, intramurals, clubs and organizations, fraternities and sororities, and more).
- Making available and publicizing a variety of support services for students, from personal, confidential counseling, to the health center, to the wellness and recreation center, to library and computer resources, to academic support labs and more.
- Fully communicating and then connecting students to Missouri State's statewide mission in public affairs and its three pillars.

PERFORMANCE INDICATORS

- **Student engagement**
- **High impact education experiences**
- **Student success retention/graduation**
- **Public affairs**

For additional information, please see pages 20-23.

STRATEGIC PRIORITIES

- Ensure all students experience a sense of belonging and personalized connection to Missouri State.
- Ensure all students experience a challenging learning environment that fosters intellectual growth.
- Cultivate a student-centered learning environment promoting and supporting academic excellence and personal development.
- Provide opportunities for increasing the students' sense of university pride and tradition.
- Provide an increasing number of opportunities for students to meaningfully engage with the public affairs mission.

UNIVERSITY GOALS

- Improve efforts to orient, engage and support specific groups of students – for example, first-year undergraduates, transfer students, online students, first-generation students, historically underrepresented students, veterans, non-traditional students, international students, students with disabilities, graduate students – to Missouri State.
- Better integrate the academic programs and personal development opportunities to provide students with the full university experience to promote student progression, retention and graduation.
- Expand leadership, community engagement and cultural development opportunities for all students.
- Implement traditions and activities designed to enhance school pride and promote school spirit, all to contribute to student success and elicit alumni support.
- Increase student participation in high impact experiences.
- Engage alumni in meaningful ways to support current and prospective students.
- Increase visibility of intercollegiate athletics, performing arts, fine arts and other activities as important to the university student, community and alumni experience.

Diversity and inclusion



Achieving greater diversity and inclusion will attract an expanded pool of talented individuals to campus. It will improve decision-making because divergent points of view lead to a broader range of ideas and better outcomes. It will enrich the entire university experience for students and better prepare them to interact effectively with colleagues, competitors, customers and citizens

of varied backgrounds.

That is just part of the compelling case for diversity and inclusion. It describes why Missouri State is renewing its unwavering commitment to make progress in both areas, and it is the reason achieving greater diversity is one of the university's core values. To succeed in this effort, Missouri State knows it must demonstrate resolve,

creativity and courage.

At its core, diversity and inclusion is about having respect for all individuals. Of course, diversity and inclusion are moral and ethical issues. It has been proven, however, that increasing diversity and inclusion also is a business best practice for both public and private organizations.

VISION

Missouri State University will be a university of choice and opportunity for all students, a beacon for diversity locally and nationally, and a university that welcomes all forms of diversity.

CREATING A CLIMATE OF INCLUSIVE EXCELLENCE

To achieve inclusive excellence, the university must value, engage and celebrate the rich diversity that faculty, staff, students and alumni bring to campus. To succeed, the university must create a campus climate where students and faculty feel wanted, needed, included and safe. It is vital to create a climate that ensures all members of the campus community are just as comfortable maintaining their own individual and cultural identities as they are having candid conversations about diversity and inclusion. Those discussions can be difficult and often require courage, but in the end they can lead to positive change.

Through the climate study, the university has taken the first step in establishing a baseline and identifying key issues. The university will use the climate study results, best practices and other research and tools to make the campus and its programs even more welcoming. Implementing these changes is a key element of the long-range plan for 2016-21.

It is not only the climate on campus that matters. The climate of Springfield and the Ozarks also is crucial to achieving greater diversity and inclusion. Missouri State willingly accepts its leadership role to make the local and regional climate more welcoming.

DIVERSITY AND INCLUSION IN THE BROADEST SENSE

Missouri State defines diversity and inclusion in the broadest possible terms.

Diversity includes individual differences such as personality, learning styles and life experiences. It also includes group/social differences, such as race/ethnicity, class, gender, sexual orientation, country of origin and disabilities, as well as cultural, political, religious or other affiliations, such as veteran and socioeconomic status. Moreover, each of us has more than one identity, and Missouri State will continue to support and advocate for the intersecting identities of all its community members, whatever those intersections might entail.

Inclusion describes the active, intentional and ongoing engagement with diversity in ways that increase awareness, cognitive sophistication and empathic understanding of the ways individuals interact within systems and institutions. This is accomplished through people, within curricular and co-curricular programs, and in various communities in which individuals might connect: intellectual, social, cultural and geographic.

KEYS TO SUCCESS

To be effective, programming expanding diversity and inclusion must be added and woven throughout the entire academic curriculum, not only in specialized courses and programs.

Both cultural consciousness and competency will be critical to the success of the university in creating inclusive excellence on campus and in the community. As the diversity of the student body increases, Missouri State will provide support for students, particularly those who are underprepared for college, students from lower socio-economic backgrounds and students from other historically underrepresented groups.

Moreover, it is important for groups of diverse students, faculty and staff to interact with one another. Engaging with others about those differences and celebrating those differences will produce awareness and understanding.

All of these initiatives will help recruit, develop and retain diverse faculty, staff and students. University personnel, particularly leaders, will be held accountable for furthering these goals.

PERFORMANCE INDICATORS

- **Headcount enrollment**
- **Retention**
- **Graduation rates**
- **Faculty/staff demographics**
- **Demographics of new hires**
- **Public affairs**

For additional information, please see pages 20-23.

STRATEGIC PRIORITIES

- To be true to its values and achieve its goals, the university will embrace diversity in all its forms.
- The university will embrace a system-wide approach to create an environment where all groups and individuals can thrive and achieve academic and personal success.
- The university will develop accountability measures for supporting diversity and inclusion throughout the university system.
- Missouri State University will lead by example in promoting inclusiveness within the community, region and state.
- The university embraces curricular transformation as an approach to ensure that its undergraduate and graduate students have knowledge and competencies related to diversity and inclusion.

UNIVERSITY GOALS

- Enhance efforts to attract and retain historically underrepresented groups, as well as other diverse groups (e.g., first generation, low income, veterans, disabled, international, etc.) of students, faculty and staff so all can succeed.
- Support initiatives to encourage discussion of, and appreciation for, differences.
- Implement effective training and/or professional development to increase cultural consciousness/competence in diversity and inclusiveness for students, faculty and staff.
- Ensure academic programs incorporate diversity into the curriculum and co-curricular activities.
- Collaborate with other major businesses, institutions and organizations in the region to promote, create and value opportunities for diversity and inclusion.

Globalization

With telecommunications of all forms, email and the World Wide Web, global communication is instantaneous. Every year, trillions of dollars in goods and services are bought, sold and traded among countries and continents as part of the global economy. It is now commonplace for businesses and companies to have locations outside the U.S. Many difficult issues must

be addressed globally: disease and pandemics, hunger, energy, the environment, peace and terrorism, to name only a few. Even athletics and all forms of the arts have become truly international in scope and participation.

It has never been more evident that students must gain global experience and cultural competency skills to be prepared global citizens

and leaders. They must be exposed to an international environment. The curriculum must integrate globally focused studies. The students' interactions with the international community should be fostered both on campus and abroad. To fulfill the university's public affairs mission, students must become culturally competent.

There is a global battle for *smart*



VISION

Missouri State University will foster an environment that is international in character – in teaching, research and service – so that graduates are ready to compete and succeed in an increasingly global society.

talent, defined as persons with excellent cognitive, professional and interpersonal skills, coupled with global experience and intercultural competence. Missouri State University will educate students to be global citizens and prepare them to succeed in the intensely competitive international workplace.

OPERATING FROM A POSITION OF STRENGTH

Today, approximately three million university students worldwide study outside their home countries, a 57 percent increase in the past decade. That number is projected to surge to more than seven million by 2025, according to NAFSA: Association of International Educators.

Nearly 25 years ago, Missouri State recognized this trend, embraced it, and began extending its international reach. From the beginning, the university's dual challenge has been to be globally engaged while remaining locally connected.

The university will continue its global emphasis especially because the Missouri State experience has been enhanced by the more than 1,600 international students currently enrolled – more than triple from a decade ago. Those students come from 89 countries, with the People's Republic of China accounting for more than half of all international students.

Over the years, the university has signed agreements with more than 60 partner universities in 22 countries to promote student mobility, faculty collaboration and participation in special programs.

COMPREHENSIVE GLOBAL EXPERIENCE

The global experience opportunities at Missouri State run the gamut, and they are the reason Missouri State has been ahead of others in the globalization of campus. The number of international students has increased as a result of the support those students receive, with targeted orientations, around-the-clock assistance, and even alumni opportunities in their home countries.

For all students, there are global elements to the curriculum and in research and scholarly activities, as well as a full range of study away opportunities of varying durations. Scholarships and other forms of financial aid help boost participation in these programs. There also are efforts to make cultural connections beyond the classroom in residence halls, dining centers and student organizations. Further, there are multicultural programs that promote interaction with the campus community – faculty, staff and the entire student body.

In addition, there are a number of international faculty members on campus who bring fresh perspectives to the classroom and enrich the learning experience for students. Finally, university initiatives, such as the English Language Institute, the International Leadership and Training Center and the Foreign Language Institute, have elevated Missouri State's international stature.

All of these opportunities help prepare students to enter a globalized environment for work, leisure and life.

PERFORMANCE INDICATORS

- **International diversity**
- **Study away**
- **International faculty**
- **Faculty experiences**
- **Public affairs**

For additional information, please see pages 20-23.

STRATEGIC PRIORITIES

- To help reinforce its global environment, the university will attract a growing number of international students in targeted disciplines from an increasingly broad array of countries.
- So that students have an appreciation for, and understanding of, other cultures, the university will enhance interaction of international and domestic students, faculty and staff.
- To provide context and promote greater understanding, the university will continue to integrate an international component into curricular and co-curricular activities.

UNIVERSITY GOALS

- Increase partnerships and interdisciplinary collaborations with an international focus.
- Promote globalization initiatives and expansion of international programs.
- Enhance recruitment efforts to diversify countries and cultures represented on campus.
- Develop new or modify existing degree programs to better attract international students.
- Develop initiatives to promote interaction among international and domestic students, faculty and staff, and to promote global learning for all students.
- Raise awareness and promote the value of international opportunities for domestic students, faculty and staff.

Infrastructure



Campus is the home-away-from-home for students for several years. Faculty and staff spend more waking hours on campus than they do at home. Campus is where faculty educate students and prepare them to succeed in their careers and in life, complete their research, and where faculty and staff explain and model the university's statewide mission in public affairs.

Student learning depends on

infrastructure, including facilities, personal safety and cybersecurity, accessibility and technology, especially as online and distance learning continue to expand. The commitment to sustainability matters. Creating a positive environment for students, faculty and staff is an important priority for Missouri State, an environment that encourages students and employees to adopt healthy lifestyles and seek

appropriate work-life balance.

The next five years will require organizational agility as Missouri State strives to respond to changing conditions, new developments and emerging opportunities. The university will begin the process by assessing its current situation and identifying gaps that need to be addressed, as well as opportunities that should be seized.

VISION

Mindful of the importance of sustainability and accessibility, Missouri State University provides facilities and information services that advance teaching, learning, research, service and operations.

SAFETY

Missouri State strives to be a safe and secure campus, the result of a variety of initiatives: a fully staffed Springfield Police Substation located on campus, an around-the-clock safety staff, an extensive lighting system, a comprehensive shuttle system, an expanding video surveillance system, training on responding to emergencies and a deep-seated commitment by university leaders. There is no higher priority for the university than creating and maintaining a safe and secure campus for its students, faculty, staff and visitors.

FACILITIES

Missouri State's campus is as functional as it is beautiful. It has grown and developed over the years – in the past 20 years, for example, the square footage of the buildings on the Springfield campus has nearly doubled.

The facilities represent the university's largest single investment – the total value of the buildings and grounds on all campuses is estimated to be \$1.28 billion. A major challenge is to protect and leverage that investment. Managing deferred maintenance promises to be an on-going challenge.

Other issues include efficiently scheduling existing facilities and funding new facilities to accommodate enrollment growth. In all cases, the facilities will be made accessible to all students, including those with disabilities.

TECHNOLOGY

Technology is key to student learning today and in the future. Online environments for teaching, learning and working are evolving rapidly. Use of data and analytics is expanding. Techniques such as data centers and cloud storage are being implemented.

Missouri State's goal is to provide the state-of-the-art technology Missouri State graduates will use in their careers. To achieve this goal, the university will work to develop a flexible infrastructure that can quickly accommodate emerging technologies and support user needs. The issues are likely to deal with mobility, accessibility, wireless access, reliability, band width and, as always, cost.

Cybersecurity is a growing concern for all colleges and universities. Missouri State will continue its vigilance in preventing identity theft, cyber-terrorism, online fiscal malfeasance and other security threats.

SUSTAINABILITY

Today's students are passionate about sustainability, sustainable living and "sustainable communities," all of which focus on environmental and economic sustainability, urban infrastructure, social equity and municipal government. Students at Missouri State and across the country have voiced their support for sustainability and championed sustainability initiatives.

Missouri State will take into account the sustainability impact in all of its major decisions. All members of the university will be encouraged to make sustainable decisions in day-to-day activities.

The university will emphasize sustainable and efficient use of its facilities, seeking high ratings from the Association for the Advancement of Sustainability in Higher Education (AASHE). In addition, the university will efficiently use water and energy, including heating and cooling systems, and continue to improve its recycling and waste management programs. Missouri State also will consider expanding its investment in sustainability by exploring alternative sources of energy, rain water reclamation and other environmentally friendly practices, especially as the lag time on return on investment (ROI) declines.

TRANSPORTATION

Issues of parking and transportation will require increasing attention, particularly as campus enrollment grows and as facilities are added that are not within easy walking distance of the campus core. While being environmentally friendly, transportation alternatives – mass transit, shuttles, walking, bicycles, personal transportation devices and so forth – produce their own challenges. To address these issues, Missouri State must continue to collaborate with city, regional and state authorities to improve transportation options.

STRATEGIC PRIORITIES

- Maintain the strong commitment to make people, campuses, equipment, networks and data safe and secure.
- Take necessary actions so Missouri State's facilities meet current and foreseeable needs.
- Act intentionally to keep the information technology innovative, accessible and useful.
- Through education and community outreach, instill the sustainability values and skills of socially, economically and environmentally responsible citizenship.

UNIVERSITY GOALS

- Take necessary measures to ensure the campus – including people, facilities, networks and data – remains safe and secure.
- Manage facilities and deferred maintenance to meet enrollment demands and sustain quality programs.
- Evaluate and strengthen the plan to enhance technology infrastructure to better serve the university community.
- Incorporate sustainability into campus operations, while also fostering principles of environmental stewardship among university employees and students.
- Increase partnerships on issues and opportunities related to Missouri State's campuses, safety, sustainability and information technology.

PERFORMANCE INDICATORS

- **Budget distribution**
- **AASHE star rating**
- **Energy use index**
- **Facilities to square-foot per full-time FTE**
- **Public affairs**

For additional information, please see pages 20-23.

Funding

Funding for the next five years will be a delicate balancing act for Missouri State. There are a multitude of factors to consider and several seemingly contradictory principles to resolve. The ultimate goal is to provide the resources for an excellent educational experience, while maintaining a competitive price for students.

Like most public universities, an increasing percentage of Missouri State's new revenue will come from tuition and fees, with state

appropriations remaining substantial – about \$87 million in operating funds for the Missouri State system in 2015-16 – but increasing only at the rate of inflation. Given all factors in Missouri, including state law on tuition increases and legislative priorities, the greatest potential for additional funding for Missouri State is through enhanced student revenue.

Even so, alternative sources of revenue will become increasingly important. They include grants and

contracts, proceeds from intellectual property, private support through the Missouri State Foundation and a wide variety of operational efficiencies, regular and strategic reallocation, and/or new sources of revenue. There will be special emphasis on growing private fundraising to the Foundation and the Foundation's endowment.



VISION

Missouri State University will remain a high-quality educational option offered at a competitive price, seek maximum flexibility with existing funding sources, explore alternative funding options and continue regular reallocation as appropriate.

THE NEED TO INSTILL CONFIDENCE

In recent years, the frequency and volume of the discussion about the value of a college degree has increased. Specifically, some question the return students and families are getting on their ever-increasing investment. But the discussion does not end there.

There also are differing views if a college education is a *private good*, a *public good* or *both*. For the individuals and their families, research shows those with at least a bachelor's degree enjoy significantly higher lifetime earnings, higher job satisfaction, better benefits and higher pensions, lower unemployment rates and better health, to name just a few advantages. In addition to developing an advanced level workforce, a more college-educated citizenry produces lower rates of incarceration, more tax revenue without increasing tax rates, lower unemployment, less dependence on public assistance, and more volunteering and voting.

To sustain or increase funding of all types, Missouri State must help instill greater confidence in the value of higher education among decision-makers, donors, funding agencies and the general public.

HISTORY OF STATE FUNDING

Over the past 25 years, no Missouri university has grown and developed more than Missouri State. Selective admission was instituted in the early 1990s, the statewide mission in public affairs was approved in 1995, the number of graduate programs tripled and the number of graduate students doubled in that time, the name was changed in 2005, several additional professional doctorates have been added since 2005, the amount of research and scholarly activity has expanded significantly, and total headcount enrollment on the Springfield campus has grown from 19,523 in the fall of 1990 to 22,834 in the fall of 2015, an increase of nearly 17 percent.

Despite Missouri State's maturation into a comprehensive university, the state of Missouri's funding model has been a "base-

plus" model since the late 1970s. This model means base budgets were essentially set in the mid-1970s and today's funds are largely allocated across-the-board with little or no consideration for enrollment or array of academic offerings.

Finally, in the early 2000s, the Missouri General Assembly placed a limit on the amount tuition and fees could be increased in any one year for in-state undergraduate students, statutorily limiting tuition and fee increases to no more than the rate of inflation without requesting and receiving a waiver approved by the Coordinating Board for Higher Education.

While a new statewide public higher education funding formula has now been developed that accounts for size, level of programs, graduate programs and other factors that will benefit Missouri State, it will take several years for it to impact the university's budget in a substantial way.

BALANCING CONTRADICTIONARY GOALS

On one hand, Missouri State intends to maintain its position as a high-quality educational option offered at a competitive price. Being affordable has been a guiding principle for the institution since its founding. Keeping the cost affordable allows maximum access to all students who qualify academically and desire a college education. In addition, it helps minimize loan debt for students, a growing concern at all levels of government.

On the other hand, the university is committed to providing an excellent educational experience for students. That requires attracting, retaining and appropriately compensating faculty and staff, and providing the facilities, technology and other infrastructure support required for a 21st century higher education.

STRATEGIC PRIORITIES

- Continue to offer a high quality education at a competitive price.
- Seek to ensure the long-term financial vitality of the university.
- Demonstrate responsible stewardship with respect to human capital (faculty, staff and students), university operations and capital maintenance.
- Advocate for equitable state funding consistent with Missouri State University's size, mission and scope.
- Allocate resources as appropriate to fund the core mission.
- Continue to grow the endowment in the Missouri State University Foundation.

UNIVERSITY GOALS

- Maintain strategic growth in enrollment while increasing retention and graduation rates.
- Improve total employee compensation (salary and all benefits).
- Identify and support alternative funding sources appropriate to the mission, such as program delivery for specialized groups and intellectual property development.
- Invest strategically in activities that raise the profile of the university.

PERFORMANCE INDICATORS

- Salary comparisons
- Tuition and fees
- Student indebtedness
- Grants and contracts
- University Foundation
- Public affairs

For additional information, please see pages 20-23.

State Performance Funding Measures *(As reported through Fiscal Year 2017)*

STUDENT SUCCESS AND PROGRESS – Freshman completing 24 credit hours his/her first academic year

INCREASED DEGREE ATTAINMENT – Six-year undergraduate graduation rate

QUALITY OF STUDENT LEARNING – Professional/occupational licensure

Key Performance Indicators

	Academic Profile	Student Experience
ENROLLMENT	<ul style="list-style-type: none"> ■ Graduate, undergraduate; pre-college/dual enrollment; China campus (lower division/upper division) ■ Annual credit hours by modality – traditional, online, blended, i-Course ■ International student ■ Diversity ■ First generation, residency ■ High impact education experiences 	<ul style="list-style-type: none"> ■ Diversity ■ High impact education experiences
STUDENT SUCCESS	<ul style="list-style-type: none"> ■ Freshman completing 24 credit hours in first year* ■ Retention rate of freshman to sophomore* ■ High impact education experiences ■ Six-year undergraduate cohort graduation rate* 	<ul style="list-style-type: none"> ■ Freshman completing 24 credit hours in first year* ■ Retention rate of freshman to sophomore* ■ Knowledge rate on placement of graduates (UG)* ■ Percent of undergraduates in jobs or graduate/professional school* ■ High impact education experiences ■ Six-year undergraduate cohort graduation rate* ■ Retention rate of first-year graduate students to second-year (or completed) ■ Four-year graduation rate for graduate students
QUALITY OF STUDENT LEARNING	<ul style="list-style-type: none"> ■ Student scores on the Public Affairs Scale for the senior exit exam ■ Evaluation of student work samples on the Public Affairs Assessment process 	<ul style="list-style-type: none"> ■ Student scores on the Public Affairs Scale for the senior exit exam ■ Evaluation of student work samples on the Public Affairs Assessment process ■ Comparison to peer institution in major areas <ul style="list-style-type: none"> <input type="checkbox"/> Academic challenge <input type="checkbox"/> Experiences with faculty <input type="checkbox"/> Campus environment
GRADUATE OUTCOMES	<ul style="list-style-type: none"> ■ Students graduating in STEM, health care and other critical disciplines needed for Missouri's workforce* ■ Professional or occupational licensure* ■ Knowledge rate on placement of graduates (UG)* ■ Percent of undergraduates in jobs or graduate/professional school* 	<ul style="list-style-type: none"> ■ Students graduating in STEM, health care and other critical disciplines needed for Missouri's workforce* ■ Professional or occupational licensure* ■ Knowledge rate on placement of graduates (UG)* ■ Average known student indebtedness at graduation ■ Sustainability and financial efficiency ■ Scholarships

FINANCIAL RESPONSIBILITY AND EFFICIENCY – Percent of total education and general expenditures on core mission

STUDENTS GRADUATING IN STEM, HEALTH CARE AND OTHER CRITICAL DISCIPLINES NEEDED FOR MISSOURI’S WORKFORCE

GRADUATE PLACEMENT OF UNDERGRADUATE STUDENTS – Percent of undergraduate students in jobs or continuing to graduate/professional school

Diversity and inclusion	Globalization	Infrastructure	Funding
<ul style="list-style-type: none"> ■ Diversity ■ First generation, residency 	<ul style="list-style-type: none"> ■ Graduate, undergraduate; pre-college/dual enrollment; China campus (lower division/upper division) ■ International student ■ Diversity ■ Residency ■ High impact education experiences 		
<ul style="list-style-type: none"> ■ Retention rate of freshman to sophomore* ■ Six-year undergraduate cohort graduation rate* ■ Retention rate of first-year graduate students to second-year (or completed) ■ Four-year graduation rate for graduate students 	<ul style="list-style-type: none"> ■ Retention rate of freshman to sophomore* <ul style="list-style-type: none"> <input type="checkbox"/> Residency <input type="checkbox"/> Ethnicity ■ Faculty making international presentations, participating in international meetings or doing research in international settings ■ Faculty leadership – study away or exploratory trips ■ Six-year undergraduate cohort graduation rate* ■ Four-year graduation rate for graduate students 		
<ul style="list-style-type: none"> ■ Student scores on the Public Affairs Scale for the senior exit exam ■ Evaluation of student work samples on the Public Affairs Assessment process ■ Student expectation and satisfaction – National Survey of Student Engagement 	<ul style="list-style-type: none"> ■ Student scores on the Public Affairs Scale for the senior exit exam ■ Evaluation of student work samples on the Public Affairs Assessment process 		

Key Performance Indicators *(continued)*

	Academic Profile	Student Experience
 <p>FACULTY/STAFF</p>	<ul style="list-style-type: none"> ■ Student/faculty ratio ■ Number and categories of faculty by rank ■ Faculty salaries with comparison to national norms ■ Diversity ■ Salaries of faculty, per course and staff with a comparison to national and regional data ■ Faculty scholarship <ul style="list-style-type: none"> <input type="checkbox"/> Publications (books, book chapters, journal articles), performances, exhibits <input type="checkbox"/> Faculty contributing to one or more of the scholarship categories <input type="checkbox"/> Faculty making international presentations <input type="checkbox"/> Faculty submitting grants 	
 <p>SUSTAINABILITY AND FINANCIAL EFFICIENCY</p>		
 <p>FUNDING</p>		<ul style="list-style-type: none"> ■ Cost of attendance for students <ul style="list-style-type: none"> <input type="checkbox"/> Basic tuition and fees ■ Scholarships

Diversity and inclusion	Globalization	Infrastructure	Funding
<ul style="list-style-type: none"> ■ Number and categories of faculty by rank ■ Diversity ■ New hires 	<ul style="list-style-type: none"> ■ Diversity ■ Faculty scholarship <ul style="list-style-type: none"> <input type="checkbox"/> Faculty making international presentations <input type="checkbox"/> Faculty leading study abroad experiences for students or developing these opportunities 		<ul style="list-style-type: none"> ■ Faculty salaries with comparison to national norms ■ Salaries of faculty, per course and staff with a comparison to national and regional data <ul style="list-style-type: none"> <input type="checkbox"/> Faculty scholarship <input type="checkbox"/> Faculty submitting grants
		<ul style="list-style-type: none"> ■ Percent of total education and general expenditures on core mission ■ Percent of total education and general funding distributed to function beyond the core mission of teaching, research and service ■ Facilities expansion and sustainability <ul style="list-style-type: none"> <input type="checkbox"/> AASHE Star Rating and associated evidence <input type="checkbox"/> Energy Use Index <input type="checkbox"/> Calculated facilities square footage per full-time equivalent (FTE) student 	<ul style="list-style-type: none"> ■ Percent of total education and general expenditures on core mission ■ Percent of total education and general funding distributed to function beyond the core mission of teaching, research and service ■ Facilities expansion and sustainability <ul style="list-style-type: none"> <input type="checkbox"/> AASHE Star Rating and associated evidence <input type="checkbox"/> Energy Use Index <input type="checkbox"/> Calculated facilities square footage per full-time equivalent (FTE) student
<ul style="list-style-type: none"> ■ Scholarships 		<ul style="list-style-type: none"> ■ Percentage distribution of total education and general expenditures to the core mission of teaching, research and service ■ External grants and contracts <ul style="list-style-type: none"> <input type="checkbox"/> Total award dollars received <input type="checkbox"/> Grant/contract applications submitted <input type="checkbox"/> Faculty and staff applying for external funding ■ Cost of attendance for students <ul style="list-style-type: none"> <input type="checkbox"/> Basic tuition and fees ■ Current year contributions made to the university Foundation 	<ul style="list-style-type: none"> ■ Percentage distribution of total education and general expenditures to the core mission of teaching, research and service ■ External grants and contracts <ul style="list-style-type: none"> <input type="checkbox"/> Total award dollars received <input type="checkbox"/> Grant/contract applications submitted <input type="checkbox"/> Faculty and staff applying for external funding ■ Cost of attendance for students <ul style="list-style-type: none"> <input type="checkbox"/> Basic tuition and fees ■ Current year contributions made to the university Foundation ■ Scholarships <ul style="list-style-type: none"> <input type="checkbox"/> Number of university scholarships funded and awarded <input type="checkbox"/> Number of Foundation scholarships funded and awarded <input type="checkbox"/> Number of students receiving scholarships <input type="checkbox"/> Total scholarship expenditures from university, both available and awarded <input type="checkbox"/> Total scholarship expenditures from Foundation, both available and awarded

Missouri State[™] UNIVERSITY

Missouri State University is an equal opportunity/affirmative action institution. We encourage applications from all academically qualified people interested in educational opportunities, regardless of the applicant's race, ethnicity, sex, veteran's status, disability, sexual orientation, or gender identity. PRE 012016



V.A.

Report from the Provost

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

- 1) Student research Forums
 - Graduate College Interdisciplinary Research Forum
 - College of Natural and Applied Science Undergraduate Research
 - College of Health and Human Services Undergraduate Research
- 2) 2016-2017 Hiring Update
- 3) Approval of Resolution for 2016-2017 Faculty Handbook revisions

V.A.3.

RECOMMENDED ACTION – Approval of Proposed Faculty Handbook Revisions, Handbook Sections 7.2.1; 8.4;12.3.8; 12.3.9;12.4.1;12.4.1.2; 12.4.6 and 13.3

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

WHEREAS, the Provost, the Faculty Senate, the Faculty Handbook Revision Committee, and the General Counsel believe Sections **7.2.1; 8.4; 12.3.8; 12.3.9;12.4.1;12.4.1.2; 12.4.6 and 13.3** of the Faculty Handbook should be revised.

WHEREAS, all revisions have been agreed to by all parties as outlined in the attached as Exhibits A through H;

NOW, THEREFORE, BE IT RESOLVED that Sections **7.2.1; 8.4;12.3.8; 12.3.9; 12.4.1; 12.4.1.2; 12.4.6 and 13.3** which are attached as Exhibits A through H be approved as submitted.

VOTE: **AYE** _____

NAY _____

EXECUTIVE SUMMARY:

- **EXHIBIT A: Revision to Section 7.2.1. Sabbatical Leave for Faculty**
The purpose of a sabbatical is to free a faculty member up to do research that might otherwise be difficult to do in a regular workload situation. Only ranked faculty members (but not including ranked faculty members who are serving as Department Heads, School Directors, Associate Deans, Deans, or Associate Provosts) are eligible for sabbatical leave. Eligibility is established by completing 12 semesters of service to Missouri State University (summer teaching excepted). A faculty member granted a sabbatical leave will be entitled to University support amounting to full pay for a half year's leave and no less than one-half pay for a full year's leave. A faculty member on sabbatical leave is still considered a full-time employee. Faculty will participate in the retirement program and will have their benefits paid by the University. The Provost may approve up to three-fourths pay for a full year's leave. Faculty are encouraged to apply for external grants to supplement their funding. Their sabbatical pay will not be decreased if they secure such funding, except, that faculty cannot receive more than one hundred per cent of their twelve-month equivalent salary while on sabbatical. Funds provided for travel, housing, and other living expenses are not considered to be "Salary". Since faculty on sabbatical leave are considered full-time employees, faculty are required to adhere to Section ten of the Faculty Handbook as it pertains to outside activities and conflict of interest while on sabbatical leave.

- **EXHIBIT B: Revision to Section 8.4. Consensual Sexual or Romantic Relationships Policy.**

A consensual sexual or romantic relationship between a faculty member and a student is generally wrong when the faculty member has professional responsibility, such as grading, advising, mentoring, or directing student development, even if that student is not formally enrolled in one of the faculty member's courses. Such a situation increases the chance for abuse of power. The University will view it as unethical if faculty members engage in consensual sexual or romantic relationships with students enrolled in their classes or subject to their supervision. The behavior is, in most cases, unethical even when the relationship is consensual (i.e., both parties have consented), because the voluntary consent of the student is in doubt, given the power imbalance in the student-faculty relationship. Even if consent were to be shown, a clear conflict of interest would still exist which might create the appearance of discrimination or favoritism in grading or access to educational opportunities.

- **EXHIBIT C: Revision to Section 12.3.8. APRC Recommendations.**

If the parties fail to reach a resolution, the APRC shall produce a report divided into findings of fact and recommendations with supporting reasons. This report is given to the faculty member and the party against whom the grievance has been alleged, and the provost. The faculty member and the party against whom the grievance has been alleged must inform the APRC in writing within five business days whether they agree to the recommendations. If both parties agree with the recommendations of the APRC, the case is resolved.

- **EXHIBIT D: Revision to Section 12.3.9. Right to Initiate Formal Review Process.**

If the case is not resolved after the APRC report has been disseminated, the faculty member may initiate the formal review process for APGP by filing written notification with the APRC in the Faculty Senate Office and sending a copy to the Provost's Office. Absent exceptional circumstances, notification must be filed within ten business days of the receipt of the APRC report or the conclusion of mediation, or the APRC report will stand.

- **EXHIBIT E: Revision to Section 12.4.1. Composition of University Hearing Committee and Panels.**

Thirty tenured, ranked faculty members shall be elected by the Faculty Senate to serve three-year staggered terms as the University Hearing Committee (UHC). The Faculty Senate shall select one-third of the UHC membership annually in the regular February meeting of the Faculty Senate for service beginning in the next academic year. These faculty members shall be nominated by their College Council, which shall send three names annually to the Faculty Senate Office by February 1st. At least four of the thirty faculty members shall be from each college.

(Replacements, where necessary, shall be appointed by the Faculty Senate Executive Committee [FSEC] or filled by the Faculty Senate at the next annual election.) Replacements appointed by Faculty Senate Executive Committee serve until the next annual election. A faculty member who is elected to the UHC may be re-elected to successive terms.

- **EXHIBIT F:** Revision to Section 12.4.1.2. **University Hearing Panels.**

From the 30 member UHC, a five member University Hearing Panel (UHP) shall be selected by the Faculty Senate Executive Committee and empaneled by the APRC as needed. The faculty member and the administrator may request to replace up to three of the selected panelists prior to the first meeting of the UHP. An orientation of the University Hearing Committee shall be conducted by the APRC and General Counsel annually. UHP decisions must be supported by a majority of the panelists.

- **EXHIBIT G:** Revision to Section 12.4.6. **Report .**

The UHP shall prepare a written report divided into findings of fact and recommendations with supporting reasons. The report shall be presented to the Provost, the faculty member, and the administrator against whom the grievance was filed within five business days of the conclusion of the hearing. A minority report may also be prepared.

- **EXHIBIT H:** Revision to Section 13.3. **Initiation of Formal PPRP.**

The PPRP is initiated by a Department Head, Dean, Provost, or President if the conduct of a faculty member is considered sufficiently grave to justify imposition of major sanctions and attempts at resolution by informal negotiations have been exhausted. After discussing the situation with the faculty member, the administrator institutes the PPRP by preparing a written complaint and providing it to the faculty member. Only the President of the University may institute the PPRP if a dismissal is a recommended sanction. If the President has initiated the PPRP, the President may designate a representative to fulfill the role of the administrator in the hearings. Exercising academic freedom of speech or political speech/ affiliation shall not be grounds for dismissal or imposition of major sanctions.



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

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2016 through the month of April.

PROJECT HIGHLIGHTS

- **Alice (Jill) Black**, Associate Professor of Geography, Geology & Planning, and **David Goodwin**, Associate Professor of Reading Foundations and Technology, received **\$209,236.74** from the **US Department of Education through the Missouri Department of Higher Education**. This multi-year, multi-regional program will integrate science, literacy and technology, and will serve 30 K-5 teachers/administrators from high need school districts in the southcentral and southwest sections of Missouri. Activities are planned in response to K-5 partners' needs for science integration with math and literacy. Participating schools also receive teaching supplies and up-to-date technology for teaching and assessment.
- **Amy Blansit**, Instructor for the Kinesiology Department, recently received a **\$260,000** grant from the **Community Foundation of the Ozarks**. The goal of The Northwest Project is to pilot strategies over a five-year period to help families overcome the challenges that have kept them living in poverty and sustain their long-term success in emerging from those circumstances. Northwest Springfield was chosen for this project because much of the area exceeds the city's overall 25.6 percent poverty rate. Missouri State is partnering with the Drew Lewis Foundation, Drury University, and other community agencies to couple family support with neighborhood development and sustainability. This community-driven development model will work to bridge the gaps between people and resources through both case management services and a teamwork approach where program participants will be expected to support each other. The project also includes a comprehensive evaluation process, coordinated by MSU's Center for Community Engagement and Drury's Center for Nonprofit Leadership.
- **Dennis Hickey**, Distinguished Professor of Political Science, received **\$3,000** from the **Taiwan Foundation for Democracy**. This project examines the prospects for a continuation of the diplomatic truce after the Democratic Progressive Party (DPP) returns to power in Taiwan on May 20, 2016.

RESULTS

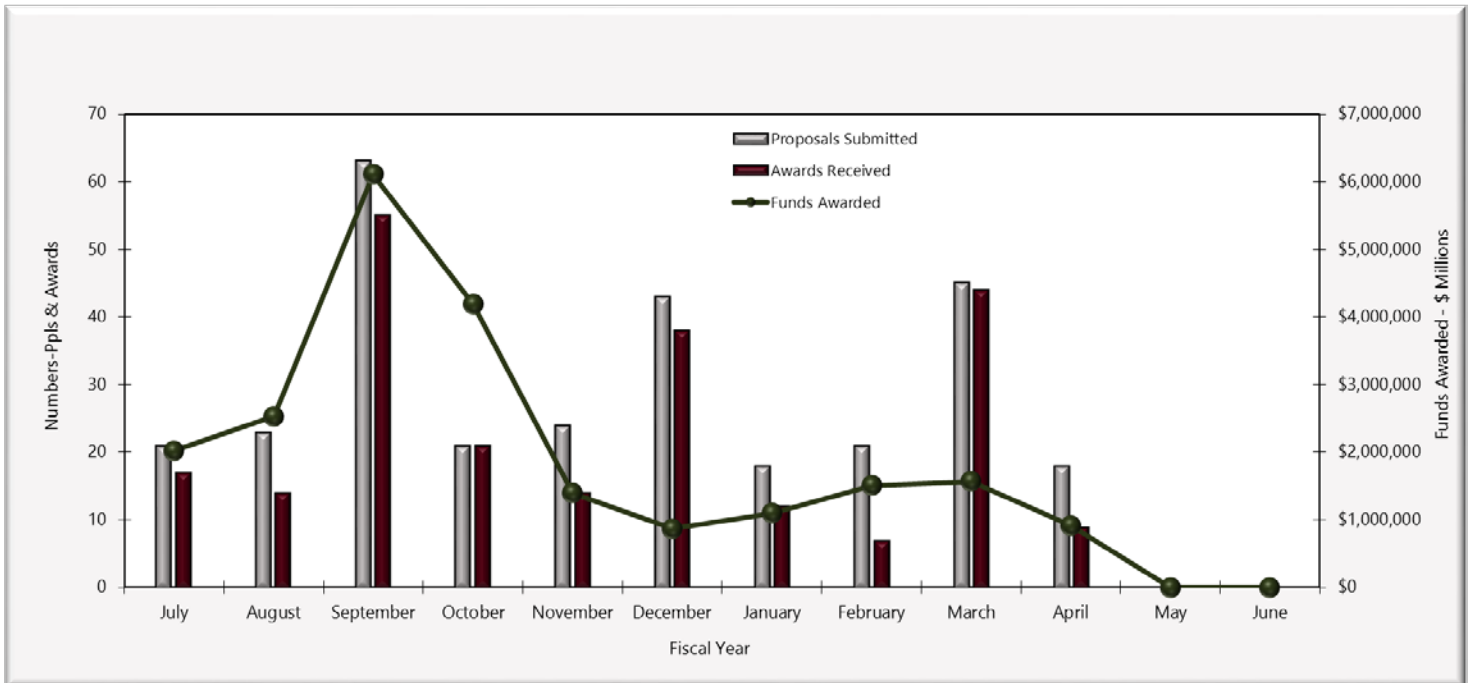
As of the end of April, the University has submitted 297 proposals for support of University-based projects. To date, 231 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$22.1 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

Key Indicators	Activity for FY 2016	% Change from FY 2015
Proposals Submitted	297	-4%
Funds Requested	\$49,660,890	15%
Named Investigators	121	16%
Grants & Contracts Awarded	231	0%
Funds Awarded	\$22,197,948	45%

External funding activity so far in FY 2016:

Sponsored Program Activity FY 2016

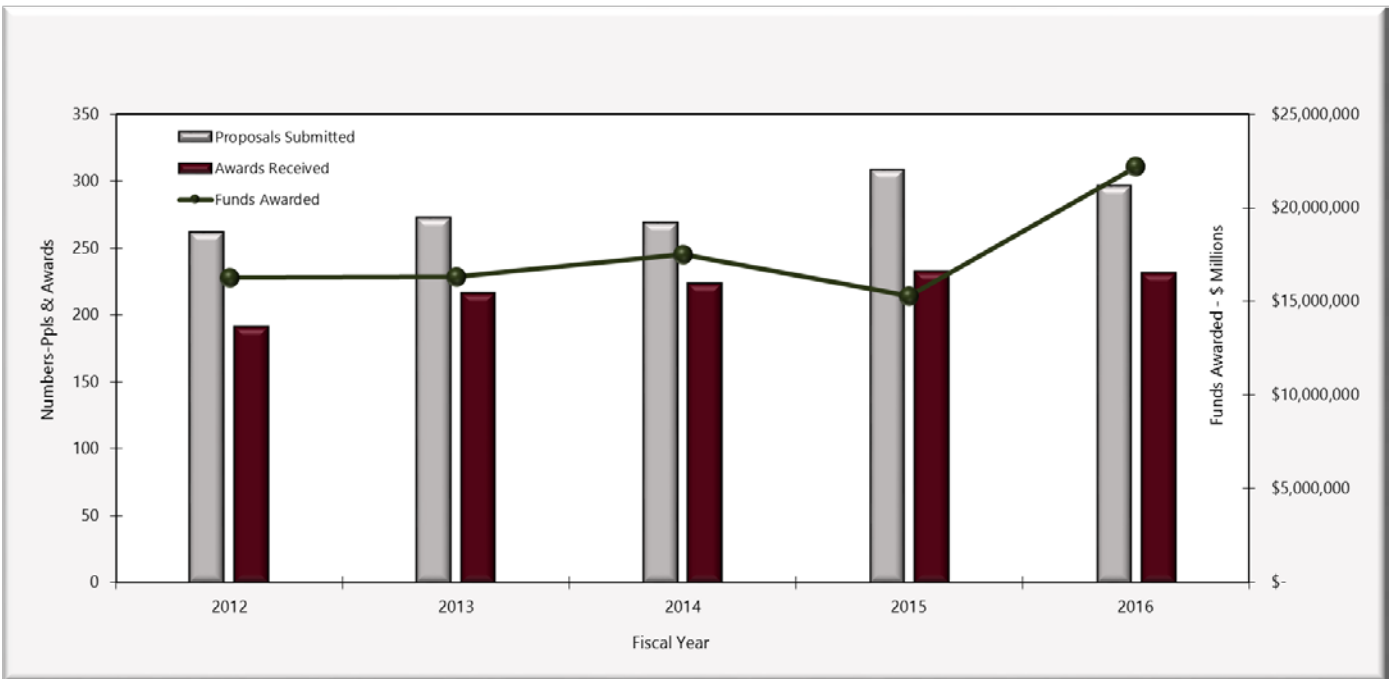
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	21	17	\$2,018,944
August	23	14	\$2,526,455
September	63	55	\$6,109,588
October	21	21	\$4,190,658
November	24	14	\$1,396,150
December	43	38	\$864,922
January	18	12	\$1,097,561
February	21	7	\$1,505,413
March	45	44	\$1,569,692
April	18	9	\$918,565
May	0	0	\$0
June	0	0	\$0
	297	231	\$22,197,948



A comparison of activity over the last five years:

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

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2012	262	42	2	3	26	118	191	\$ 34,229,976	\$ 16,280,520
2013	273	47	2	4	40	123	216	\$ 26,558,277	\$ 16,315,355
2014	269	37	0	8	49	129	223	\$ 30,005,946	\$ 17,501,992
2015	309	49	0	6	34	144	232	\$ 43,055,469	\$ 15,280,554
2016	297	47	2	7	39	136	231	\$ 49,660,890	\$ 22,197,948



Grant and contract activity for FY 2016, through April:

Missouri State University FY 16 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	\$
Admin & Info Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Arts & Letters	3	3	3	1	21	14	\$ 233,973	12	9	\$ 233,973
Center for Dispute Resolution	0	1	0	1	4	4	\$ 80,155	4	4	\$ 80,155
College of Business	0	2	0	2	5	5	\$ 2,630,196	5	5	\$ 2,630,196
Center for Project Innovation & Management	0	1	0	1	3	1	\$ 27,000	3	1	\$ 27,000
College of Education	4	5	4	6	20	22	\$ 1,137,464	19	20	\$ 1,210,319
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
Southwest Regional Professional Development Center	1	1	1	1	6	6	\$ 1,366,300	5	5	\$ 1,260,803
College of Health & Human Services	5	21	5	14	43	33	\$ 1,587,315	33	27	\$ 1,562,360
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	7	0	9	7	9	\$ 874,733	5	7	\$ 874,733
Center for Archaeological Research	0	1	2	1	3	5	\$ 54,347	3	4	\$ 54,347
Center for Community Engagement	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Economic Research	0	1	0	1	1	1	\$ 7,533	1	1	\$ 7,533
Center for Social Science & Public Policy Research	0	1	0	1	2	2	\$ 2,650	2	2	\$ 2,650
College of Natural & Applied Sciences	3	44	1	23	96	37	\$ 1,762,792	65	27	\$ 1,776,060
Bull Shoals Field Station	1	1	1	1	4	4	\$ 37,885	4	4	\$ 37,885
Center for Resource Planning & Management	3	1	3	1	19	14	\$ 513,677	11	8	\$ 513,677
Ozark Environmental Water Research Institute	1	1	1	1	13	14	\$ 464,952	9	10	\$ 485,952
Diversity & Inclusion	0	0	0	0	0	0	\$ -	0	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	2	2	0	0	5	0	\$ -	3	0	\$ -
President	3	0	0	0	3	1	\$ 66,084	2	1	\$ 66,084
Provost	2	1	3	1	7	6	\$ 30,079	5	6	\$ 30,079
Ozarks Public Health Institute	0	1	0	1	5	6	\$ 224,986	5	6	\$ 224,986
Research & Economic Development	5	0	4	0	26	21	\$ 1,510,340	22	19	\$ 1,510,340
Center for Applied Science & Engineering	5	0	4	0	15	7	\$ 978,999	10	5	\$ 978,999
Center for Biomedical & Life Sciences	0	1	0	1	11	7	\$ 80,374	11	7	\$ 80,374
International Leadership & Training Center	1	0	1	0	4	4	\$ 352,300	4	4	\$ 352,300
Jordan Valley Innovation Center	1	0	1	0	7	7	\$ 668,815	7	7	\$ 668,815
Small Business Development & Technology Center	1	0	1	0	6	7	\$ 232,236	6	7	\$ 232,236
Southwest Missouri Area Health Education Center	1	0	1	0	5	4	\$ 144,494	5	4	\$ 144,494
School of Agriculture	3	11	2	7	25	16	\$ 693,851	15	12	\$ 717,180
Center for Grapevine Biotechnology	0	1	0	1	3	2	\$ 48,084	3	2	\$ 48,084
Mid-America Viticulture & Enology Center	1	1	1	0	5	4	\$ 4,298,364	5	4	\$ 4,298,364
Student Affairs	1	0	2	0	1	4	\$ 1,563,378	1	4	\$ 1,563,378
West Plains	4	5	4	2	13	9	\$ 524,591	11	9	\$ 524,591
TOTAL	51	115	45	77	389	276	\$ 22,197,948	297	231	\$ 22,197,948

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

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

VII.A.

**REPORT TO BOARD OF GOVERNORS
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors Meeting (June 10, 2016)**

Post-Climate Study Activity

No update.

Difficult Dialogues Series

No update.

President's Council on Diversity

President's Chief of Staff R. DeBoef compiled recommendations developed by President's Council on Diversity ("the Council") at 4/22 meeting and sent to the Council for their review of proposed university diversity priorities for 2016-2017.

Scholar 2 Scholar Program

Three students and their faculty mentors participating in the research continue working on their research (Primary Contact: Dr. Jamaine Abidogun).

Faculty Mentoring Program

Recognized as a viable approach to enhance the university's diverse faculty retention efforts through partnering and mentoring approaches supporting new faculty members through tenure and promotion. Program may become function of Associate Provost for Diversity. (Primary Contact: Dr. Sabrina Brinson).

Lumina Project 2025 Diversity "Train the Trainer" Program

Several Missouri State University faculty and staff participated in five Diversity "Train the Trainer" cultural competency sessions facilitated by university faculty members, Dr. Leslie Anderson and Lyle Foster to assist faculty and staff in developing cultural competency trainers. The MSU cohort is now engaged in planning to conduct "train the trainer" cultural competency training for MSU faculty/staff during the early Fall 2016 and Spring 2017. (Primary Contact: Dr. Jamaine Abidogun)

CDO Events/Activities:

Attended BIAS Response Team (BRT) Meetings, PSU 415 on 5/4 and 5/12;

Attended MLK, MSU Lumina Cohort "Train the Trainers" meeting, 5/4;

Attended Springfield Prayer Breakfast, University Plaza Hotel Convention Center, 5/5;

Attended Task Force on Recruitment & Retention of Underrepresented Students, 5/5;
Attended Multicultural Leadership Scholarship Review Work Group meeting, 5/5;
Attended Executive Enrollment Management Committee meeting, 5/6;
Presented overview of CDO role and activities to U.S.A. Ambassadors Luncheon meeting along with President Smart and VP Finance Steve Foucart, 5/6;
Served Students at Late Night Breakfast held in Blair-Sheldon cafeteria along with other AC members, 5/9;
Attended Springfield Missouri Bar Assn. Law Day Luncheon where Governor Gabe Gore featured speaker, 5/11;
Attended Board of Governors' Committee meetings and General Meeting held in PSU on 5/12;
Participated in 3-day Institutional Assessment Training on Public Affairs Mission, 5/17-19/2016;
Attended NAACP Freedom Fund Dinner representing MSU and DDI as Bronze Sponsor, 5/20;
Attended meeting with President Smart and Provost Einhellig regarding Lumina 2025 Project Collaboration (pursuant to *Goal V. Partners In Progress* of university *Nine Major Goals for 2015-2016*)

Submitted by:

H. Wes Pratt
Assistant to the President/Chief Diversity Officer
May 25, 2016

VIII.A.

REPORT BY STUDENT BODY PRESIDENT

Mr. Adam Coffman, President of the Student Body, will make a report to the Board of Governors.

VIII.B.

Student Affairs Report Missouri State University Board of Governors June 10, 2016

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

Enrollment Management:

- The Office of Admissions hired DeAndre Branch, a December 2015 graduate, as our newest admission counselor for diversity outreach and recruitment.
- Jill Wiggins, Director of the Career Center was selected as Top Local Human Resources Professional by the Springfield Business Journal.
- Our registration and admission reports continue to suggest that we will have another record enrollment this fall.
- We revised the Multicultural Assistance Grant policy and now have information about that grant online.
- Wes Pratt and Don Simpson are co-chairing a task force on recruitment and retention of underrepresented students. That group is currently reviewing best practices with regard to retention efforts focused on underrepresented students.
- We have pulled together a group to look at how we can do an even better job of providing information about our costs to students. This is partially in response to a recommendation by our Higher Learning Commission review team.
- The Career Center has purchased and is implementing a software system (12Twenty) that will be used in our effort to track the first destination of our recent graduates.

Foster Recreation Center:

- Hired two new staff members: Jason Thornton, Assistant Director-Facilities and Louise Love, Assistant Director-Aquatics.
- NIRSA, national professional organization has had several Campus Recreation staff serving in leadership roles: Galen Martin, Missouri State Director, Ashleigh Lewellen, Missouri State Treasurer; and Skyler Harmon, Graduate Assistant, Missouri Student Representative.
- Outdoor Adventures led *Summer Adventure Trip to Andirondack Mountains, NY-May 20-29*.
- Established satellite *BearFit* (group fitness) classes at the Darr Ag Center.
- Massage Therapy and Personal Training continue to be popular to both students and employees.
- Campus Recreation experienced a record number of participants in American Red Cross CPR/First Aid and Lifeguard classes.

Multicultural Services and Access Programs:

- A new Executive Director of the Multicultural Programming unit has been hired, Yvania Garcia-Pusateri. Yvania will be joining us on July 1st from Miami University of Ohio.

MSU Bookstore:

- The Bookstore had a very successful Tent Sale event the first week of May.
- June 15th is the initial meeting with RATEX to discuss the implementation of the new Point-of-Sale system.

The Dean of Students:

- The Office of Student Engagement is pleased to announce the hiring of Andrea Greer who will be joining us in June as the Assistant Director for Co-Curricular Programs.

- Dr. Thomas Lane (Dean of Students) and Rhonda Lesley (Director, Counseling Center) attended a day-long training in May learning about the University of Missouri's RESPOND program. The program is intended to help faculty and staff recognize students experiencing mental health distress and be able to effectively refer students for assistance. Discussions are occurring regarding next steps for offering the program at Missouri State.
- Overall, fraternity and sorority life had an excellent semester. A few highlights from this semester include: 3.17 FSL GPA, \$41,145.45 donated to charities, and 25,423.20 service hours completed.

Residence Life, Housing and Dining:

- Over 1,200 students (first-year, returning, and transfer) have signed up to live and learn in one of fourteen LLCs for fall 2016. Additionally, Residence Life will partner with three new academic units to provide students with more living-learning community (LLC) options. The Darr School of Agriculture, Modern and Classical Languages, and the College of Education are sponsors of the three new LLCs (Agriculture, Global, and Teacher Education). For more information, please see the LLC <http://reslife.missouristate.edu/livinglearning/default.htm>.
- Hiring for live-in Hall Directors is now complete, along with several new graduate students that serve as Assistant Hall directors while completing their master's program.
- Summer Camps and Conferences have begun. Missouri Special Olympics was on campus May 19 -22. SOAR Leaders, Tent Theatre, and Intersession housing resides in Hammons and Hutchens. Summer School will be housed in Hammons House and all other buildings will house camps through July 31.

Taylor Health and Wellness Center:

- The consultant architects and engineers are working diligently to keep us on schedule, for the new University Health and Wellness Center.
- Bids for Digital Radiology opened on May 25th. We plan to install the equipment in late August in the Monroe and then will move it to the new Health and Wellness Center when it opens in 2017/18.

Respectfully submitted by,

Dr. Dee Siscoe
Vice President for Student Affairs

IX.A.

Marketing and Communications Report Missouri State University Board of Governors June 10, 2016

MarCom updates since the May 12, 2016 meeting

Brand Refresh Roll-out

We are currently in the process of rolling out the brand refresh to the campus.

- December/ January. Communicated to key stakeholder groups around campus, Feedback incorporated into branding guidelines
- February 25 - Brand guidelines presented to key stakeholders from around campus. Approximately 80 people in attendance – by invitation
- April 4 – Detailed/deep dive brand training for critical users across campus – by invitation
- May 20 – branding website launched
- May 24 – Quarterly MarCom meeting was held to discuss brand updates and introduce assets that will be available at that time on the Marketing and Communications website – open to campus, focus on users
- June 24– Campus introduction and celebration at the Welcome Center
- August 22– Student introduction and celebration at outside locations across campus
- Homecoming – Alumni introduction and celebration
- Ongoing – promotions, contests, social media, etc.

Publications

The team is immersed in converting publications across the University to the new branding. This process is expected to take approximately 24 months.

Web and New Media

The team is working on introducing the new branding across the website. This will be completed over the summer. They are also in the process of installing a new search engine that will be more response and effective than the existing search engine.

X.A.

REPORT FROM STAFF SENATE

Ms. Christina Bowles, Chairperson of the Staff Senate, will make a report to the Board.

**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	
Annual Gifts	FY 15	3,891	\$203,710	59	\$247,071	3,950	\$450,781	37,476	\$5,382,539	FY 15
	FY 16	3,949	\$169,562	45	\$133,726	3,994	\$303,288	39,611	\$5,699,405	FY 16
Special Campaigns	FY 15	387	\$28,812	12	\$2,318,320	399	\$2,347,132	1,445	\$7,011,620	FY 15
	FY 16	47	\$2,860	15	\$333,380	62	\$336,240	1,273	\$3,565,668	FY 16
One Time Gifts	FY 15	0	\$0	18	\$132,937	18	\$132,937	102	\$3,652,724	FY 15
	FY 16	0	\$0	14	\$1,558,509	14	\$1,558,509	95	\$6,203,176	FY 16
TOTALS	FY 15	4,278	\$232,522	89	\$2,698,328	4,367	\$2,930,850	39,023	\$16,046,884	FY 15
	FY 16	3,996	\$172,422	74	\$2,025,615	4,070	\$2,198,037	40,979	\$15,468,249	FY 16

MISSOURI STATE UNIVERSITY FOUNDATION
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE
 07/01/2015 TO 04/30/2016

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2015 TO 04/30/2016	TOTAL 7/1/2014 TO 04/30/2015
G I F T S						
ALUMNI	\$84,458	\$2,170,107	\$302,058	\$15,563	\$2,572,185	\$2,011,821
FRIENDS	6,592	2,269,361	216,249	118,413	\$2,610,615	3,657,570
PARENTS	2,686	137,615	4,746	1,265	\$146,312	118,810
FOUNDATIONS	3,100	253,132	5,019	0	\$261,251	1,213,525
ORGANIZATIONS	5,575	476,855	74,388	3,520,688	\$4,077,506	2,447,665
BUSINESSES	18,672	3,708,670	320,441	1,752,598	\$5,800,381	6,597,492
GIFT TOTAL	<u>\$121,083</u>	<u>\$9,015,740</u>	<u>\$922,900</u>	<u>\$5,408,527</u>	<u>\$15,468,249</u>	<u>\$16,046,884</u>

	NUMBER OF DONORS 7/1/2015 TO 04/30/2016	NUMBER OF DONORS 7/1/2014 TO 04/30/2015
ALUMNI	6,132	6,274
FRIENDS	10,561	10,290
PARENTS	1,617	1,437
FOUNDATIONS	42	43
ORGANIZATIONS	121	113
BUSINESSES	971	924
TOTAL	<u>19,444</u>	<u>19,081</u>

XII.A.

RECOMMENDED ACTION – Approval of FY18 Capital Improvements Priorities.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that the FY18 Capital Improvements Priorities are approved for submission to the Coordinating Board for Higher Education, the Office of Administration’s Division of Budget & Planning, and the Office of Administration’s Division of Facilities Management, Design & Construction.

VOTE: **AYE** _____

NAY _____

COMMENTS:

The Capital Improvements Priorities will be prepared in conformance with guidelines furnished by State agencies. This document provides information upon which these agencies and the Missouri General Assembly will base consideration for potential new construction and major renovation and rehabilitation projects to be funded by capital appropriations during the 2017 legislative session. As you will note, the fiscal year for the request is always one year beyond the fiscal year of the legislative session that considers its funding.

Based upon discussions within Administrative Council, the capital improvements priorities and proposed fiscal years include the following:

Fiscal Year 2018:

- 1) Renovation: McDonald Hall
- 2) New Construction: Ozarks Science Center

Fiscal Year 2019:

- 3) Renovation: Cheek Hall
- 4) Renovation: Meyer Library (Springfield Campus) and Garnett Library (West Plains Campus)

Fiscal Year 2020:

- 5) Planning: Science Complex (Two Phases)
- 6) Renovation: Professional Building
- 7) Renovation: Temple Hall Renovation (Science Complex, Phase I)

Fiscal Year 2021:

- 8) New Construction: New Theatre and Dance Building
- 9) Renovation: Broadway Hall (West Plains Campus) and West Plains Campus Infrastructure

Fiscal Year 2022:

- 10) Renovation: Kemper Hall and Kings Street Annex (Science Complex, Phase II)
- 11) Renovation: Carrington Hall

Additional guidance on estimated cost will be forthcoming from the Office of Administration of the state of Missouri.

XIII.A.

**Missouri State University Board of Governors
June 10, 2016 meeting**

**Report by Dr. Drew Bennett
Chancellor, West Plains Campus**

- Discover Missouri State-West Plains video
- Report from the West Plains Faculty Senate
- Report from the West Plains Staff Senate
- Report from the West Plains Student Government Association
- Carol Silvey Student Union and Hass-Darr Project Update

XVI.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: ___ AYE

___ NAY