



**Board of Governors' Retreat**  
**The Chase Park Plaza Royal Sonesta Hotel**  
**Lindell C&D Room**  
**St. Louis, Missouri**  
**Thursday, 8/8/2019 11:30 AM -**  
**Friday, 8/9/2019 12:00 PM CT**

**I. Roll Call**

**II. Approval of Minutes**

*II. Approval of Minutes of the Open and Closed Meetings of June 21, 2019 - Page 3*

**III. Consent Agenda**

**A. President**

*III.A.1. Approval of FY2019/2020 Employment Agreements for Assistant Coaches and Administrators - Page 11*

**B. West Plains**

*III.B.1. Approval of Actions Concerning Academic Employees - Page 24*

*III.B.2. Approval of Actions Concerning Non-Academic Employees - Page 29*

**C. Procurement and Financial**

*III.C.1. Approval of Procurement Activity Report - Page 30*

**D. Facilities and Equipment**

*III.D.1. Approval of Activity Report for Month of June 2019 - Page 38*

*III.D.2. Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2020 - Page 41*

**E. Human Resources**

*III.E.1. Approval of Actions Concerning Academic Employees - Page 51*

*III.E.2. Approval of Actions Concerning Non-Academic Employees - Page 71*

**IV. President's Report**

*Presidents Report - Page 84*

**V. Presentation on Updates to University Website (Springfield and West Plains Campuses)**

**VI. Presentation on Marketing Survey Results (Springfield Campus)**

**VII. Recruitment and Retention Updates (Springfield and West Plains Campuses)**

**VIII. 2019-20 Planning (Springfield and West Plains Campuses)**

*Action Plan for 2019-20 - Page 85*

**IX. Old Business**

**A. IDEA Commons Project Update**

**B. Comprehensive Campaign Update**

**X. New Business**

**A. Office of Research Year-End Report**

*Year End Research Report - Page 90*

**B. Foundation Year-End Report**

*Development Report - Page 97*

**C. Auxiliary Bond Strategy**

**D. Approval of G11.02 Facility Rental Policy**

*G11.02 Rental Policy - Page 99*

**E. Discussion of 2020 Board of Governors' Officers**

**F. Other Procedural Issues**

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

*Closed Resolution - Page 102*

**XII. Adjournment**

**XIII. Date of Next Meeting: Friday, October 25, 2019, 1 p.m., Room 313, Robert W. Plaster Student Union**

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
JUNE 21, 2019 1:00 PM

**1. Roll Call**

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

Also

Present- Clifton M. Smart III, President  
Donna Christian, Director of Internal Audit and Risk Management  
Ryan DeBoef, Chief of Staff and Assistant to the President for Governmental Relations  
Rachael Dockery, General Counsel and Chief Compliance Officer  
Brent Dunn, Vice President for University Advancement  
Frank Einhellig, Provost  
Stephen Foucart, Chief Financial Officer  
Shirley Lawler, Chancellor of the West Plains Campus  
Matt Morris, Vice President for Administrative Services  
Theresa McCoy, Interim Chief Information Officer  
Wes Pratt, Chief Diversity Officer and Assistant to the President  
Dee Siscoe, Vice President for Student Affairs  
Kristan Gochenauer, Secretary of the Board

- 2. Presiding** – The presiding officer for the meeting was Mr. Gabriel Gore, Chair of the Board of Governors. He called the meeting to order at 1:00 p.m. in the Magnolia Room in the West Plains Civic Center in West Plains, Missouri.

Mr. Gore thanked Governor Carol Silvey for her hospitality and welcomed everyone to the West Plains meeting.

- 3. Approval of Minutes** – Mr. Gore mentioned that the first item of business was the approval of the minutes for the open and closed meetings of May 16, 2019. Mr. Craig Frazier so moved, receiving the second of Ms. Carol Silvey.

Motion passed 8-0.

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

President

Approval of FY2019-2020 Employment Agreements for Athletics Administrators (Human Resources No. 1612-19).

Approval of FY2019-2020 Employment Agreements for Assistant Coaches (Human Resources No. 1613-19).

Approval of FY2019-2020 Employment Agreements for Athletics Head Coaches (Human Resources No. 1614-19).

Approval to Accept Gift from the Missouri State University Foundation of Real Estate Located in Cedar Creek, Missouri (Land No. 123-19).

Approval of Appointment of Mr. Jeff Coiner as Chief Information Officer at Missouri State University (Human Resources No. 1615-19).

Academic Affairs

Approval of New Program: Bachelor of Science in Business Analysis (Curriculum No. 391-19).

West Plains Campus

Approval of Actions Concerning West Plains Campus Academic Employees (West Plains Campus Personnel No. 434-19).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 435-19).

Approval of Proposed Revisions to the Missouri State University-West Plains Faculty Bylaws (West Plains Faculty Policies No. 19-19)

Procurement and Financial

Approval of Procurement Activity Report (Procurement Activity Report No. 478-19).

Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices (Agreement No. 429-19).

Facilities and Equipment

Approval of Activity Report for the Month of May 2019 (Activity Report No. 308-19).

Approval of a Resolution Granting an Underground Facilities Easement to the Southwestern Bell Telephone Company (Agreement No. 430-19).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1616-19).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1617-19).

Approval of Actions Concerning Academic Employees Salary July Adjustments (Human Resources No. 1618-19).

Approval of Actions Concerning Non-Academic Employees Salary July Adjustments (Human Resources No. 1619-19).

Approval of Actions Concerning Academic Employees August Salary Adjustments (Human Resources No. 1620-19).

Approval of Actions Concerning Non-Academic Employees August Salary Adjustments (Human Resources 1621-19).

Approval of FY20 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation (Human Resources 1622-19).

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

Motion passed 8-0.

**5. Committee Reports:**

A. Mr. Frazier discussed the Risk Management and Audit Committee meeting that took place the day before. In open session, the risks associated with entertainment contracts were discussed in follow-up to the contract revisions that were approved at the May board meeting. Those revisions enhance the University's ability to manage risks associated with entertainment contracts and ensure the Board receives timely information. In closed session two reports were reviewed with the Internal Auditor.

B. Ms. Silvey discussed the Programs and Planning Committee meeting. She shared that the committee received a presentation about the Preparing Educators and Administrators for Rural Schools project. They then discussed changes to the Springfield and West Plains faculty handbooks to include an increase to the West Plains teaching load for full-time ranked faculty to 30 credit hours.

Mr. Gore asked for a motion to approve proposed revisions to the faculty handbook (Springfield campus) (Faculty Policies No. 139-19). Ms. Silvey made a motion, receiving a second from Ms. Amelia Counts.

Motion passed 8-0.

Mr. Gore then asked for approval of proposed revisions to the faculty handbook (West Plains campus) (West Plains Faculty Policies No. 20-19). A motion was made by Ms. Silvey and seconded by Ms. Tergin.

Motion passed 8-0.

- C. Ms. Counts then gave an overview of the Finance and Facilities Committee meeting. The committee reviewed and discussed the fiscal year 2020 internal operating budget. This year's budget includes a 1.9% across-the-board pay increase for employees, which will go into effect on July 1, 2019. The budget also includes funding for faculty promotions, the full professorship incentive program, 58 cost-center funded equity pay adjustments, \$1.5 million in fringe benefit cost increases, increases in stipends and fee waivers for graduate assistants, increases to the student worker minimum wage, and a scholarship and recruitment fund that will be used to develop and implement enrollment strategies. The committee then reviewed amendments to the fee schedule for Springfield and West Plains campuses. They also reviewed University financial statements, the procurement consent agenda, the Foundation report and received an update on the IDEA Commons project. Mr. Gore recommended approval of amendments to the employee handbook for administrative, professional and support staff employees and related policies including the amended language "or an exception granted by the President" (Human Resources No. 1623-19). A motion was made by Ms. Tergin, receiving a second from Mr. Frazier.

Motion passed 8-0.

6. **Presidents Report** – President Clif Smart gave a legislative update. The University had a successful year with a \$10 million core appropriation increase; \$2.85 million to the Nursing program through the MoExcels program; Bull Shoals project funding; and \$275,000 to the Missouri Fine Arts Academy. The governor signed the budget last week with no withhold or vetoes. He thanked everyone for their legislative work this year noting great participation in the University's advocacy efforts through the MSU Legislative Network. President Smart then updated the Board on preliminary summer enrollment numbers, which are up 3.2% in headcount and 3.5% in credit hours; 62% of the courses are online.
7. **West Plains** – Dr. Shirley Lawler, Chancellor of the West Plains campus, welcomed the Board to the West Plains campus and thanked community members Mayor Jack Pahlmann, Mr. Tom Stehn, City Administrator, and Mr. Will Wheeler, Field Representative for Senator Roy Blunt, for attending the meeting. Dr. Lawler stated it has been a great year and the community has been incredibly welcoming. She shared that since 1977 over 5,800 degrees have been issued with 277 just this past May. The current goal is to stabilize campus enrollment. The campus continues to work on partnerships and is excited about the new police substation.

Dr. Lawler then introduced Dr. Dennis Lancaster, Dean of Academic Affairs, to give a presentation on the Making Our Missouri Statement Moment – Study Away Programs. Dr. Lancaster discussed three ongoing Study Away programs to include a semester in Dalian, China; the Darr Honors Abroad experience; and the Costa Rica Ecology Study/Experience

trip. Each program is connected to courses and gives students a global experience. Since starting in 2003, the Study Away programs at Missouri State University – West Plains have sent approximately 225 students abroad.

Dr. Lawler next introduced Ms. Leigh Adams, Assistant Professor of English and Chair of the Faculty Senate – West Plains. Ms. Adams highlighted faculty involvement on campus. She shared that the Nursing Department recently received re-accreditation and that there are several new initiatives across campus for students to include Scholars' program, GOCAT, Ozark Studies and the Ozarks Heritage Resource Center. All provide students with a great education both in and out of the classroom.

Dr. Lawler then introduced Mr. CJ Collins, Coordinator of Information Systems Support and Chair of the Staff Senate – West Plains. Mr. Collins shared that he was a first-generation student and the importance of the West Plains campus. He then gave an overview of 2019-2020 Staff Senate goals.

Dr. Lawler introduced Ms. Oliva Grandberry, President of the West Plains Student Government Association, and Mr. Jamal Shaddid, Vice President of the West Plains Student Government Association. Ms. Grandberry excitedly reviewed the 2018-2019 Student Government Association (SGA) accomplishments and gave an overview of SGA goals for 2019-2020.

## **8. Academic Affairs:**

**A. Report from the Provost** – Dr. Frank Einhellig, Provost, shared with the Board that Dr. Mark Smith has been appointed Dean of the McQueary College of Health and Human Services. Dr. Smith will begin the position on August 1, 2019.

Dr. Einhellig gave a summary of curricular actions for AY18-19. There were 770 curricular changes last year; over 100 were new courses. Unlike new programs, certificates are not subject to Board approval. This past year, there were over 40 certificate programs approved, which brings the total number of certificate programs now offered to over 100. In conjunction with the long-range plan, the University continues to work on reducing barriers to graduation. A few examples include three math tracks – contemporary math, algebra for business students and algebra for science students; elementary education majors can now complete their degree in 120 hours; nursing courses have been re-arranged so they are offered in four semesters versus five; and all programs in communications no longer have a media pre-requisite.

Dr. Einhellig then provided the Board of Governors with an update on Blackboard Ally, a new addition to the learning management system that makes use of Blackboard easier for those who are vision impaired. To date, 24 ambassadors and 138 faculty have received training to allow for better utilization of the program. The Faculty Center for Teaching and Learning and Computer Services have integrated this program into their programs as well.

He then discussed the Ozark Studies Institutes, an initiative that began over 30 years ago, and its role at Missouri State University. Approximately a year ago, the program was moved to the Library under the direction of Mr. Tom Peters, Dean of the Library. Dr. Einhellig then noted that each Board member has been given a copy of the Ozarks Watch magazine, which is produced twice a year.

**9. Student Affairs:**

**A. Report from the Student Body President** – Mr. Abidillahi Dirie, Student Body President, gave a brief report of what has been happening this summer. He recently traveled to Washington DC and attend the Presidential Leadership Conference, which allowed for networking with other student body presidents from across the nation. Mr. Dirie reported that exciting things are happening on the Springfield campus to include the bike share program. He then shared that this year’s focus will include legislative lobbying for the institution and students, continued collaboration, enhancing the student experience, promoting diversity and inclusion, looking at ways to increase enrollment, and promotion of mental health and wellness for those students who are in need.

**10. Staff Senate Report** – Mr. Jon Lee, Chairperson of the Staff Senate, thanked the Board for their support this past year. He then introduced Ms. A’dja Jones, the new Chairperson of the Staff Senate, and Mr. Olujimi Sode, Chair-Elect of the Staff Senate. Ms. Jones stated she is excited for the upcoming year. Goals include welcome and support for new staff hires, ensuring current staff feel valued, keeping lines of communication open, offering solutions to issues, and understanding that students choose to attend Missouri State University, and everyone plays a roll in their success. Mr. Sode then shared his experiences on Staff Senate, noting the importance of building a sense of community and continued collaboration.

**11. Financial Services** – Mr. Steve Foucart, Chief Financial Officer, recommended approval of the following resolutions:

- A.** 2019-2020 fee schedule board resolution amendment Springfield campus (Fees No. 155-19).
- B.** 2019-2020 fee schedule board resolution amendment West Plains campus (West Plains Fees No. 17-19).
- C.** Fiscal year 2020 internal operating budget (Finance No. 1080-19).

Moved and seconded, respectively, by Ms. Silvey and Ms. Counts.

Motion passed 8-0.

**12. Old Business** – President Smart stated that last year one of the Board discussion topics included the Tobacco 21 Initiative. Mr. Clay Goddard, Springfield-Greene County Director of Health, and Ms. Katie Town, Springfield-Greene County Assistant Director, presented on the Tobacco 21 Initiative in Springfield and reviewed a handout on usage facts among Missourians. Mr. Goddard asked for the Boards consideration in approving a resolution in support of local efforts to pass legislation to enact Tobacco 21 Initiative. Ms. Tergin shared



that the Tobacco 21 Initiative has been very successful in Jefferson City. She then made a motion, receiving a second from Mr. Kendall Seal.

Motion passed 8-0.

- 13. New Business** – President Smart recommended approval of adoption of the 2020 meeting schedule of Missouri State University Board of Governors (Board Policies No. 122-19). Mr. Frazier made a motion, receiving a second from Ms. Silvey.

Motion passed 8-0.

Ms. Kristan Gochenauer, Secretary to the Board of Governors, will send out the 2020 Board of Governors' meeting dates to the Board.

Ms. Tergin thanked the Board and meeting attendees for their support following the May 23, 2019, tornado in Jefferson City.

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

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this June 21, 2019, meeting of the Board of Governors to consider items of business pursuant to:

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

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

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

Mr. Gore declared the resolution passed unanimously. The open meeting was recessed at 2:35 p.m. to go into closed session.

The open meeting reconvened at 4:30 p.m.

- 14. Date of Next Meeting** – The date of the next scheduled meeting was set for Thursday, August 8, 2019, at 11:30 a.m. at the Chase Park Plaza Royal Sonesta Hotel, in St. Louis, Missouri.

15. **Adjournment** – Mr. Gore adjourned the meeting at 4:31 p.m., on the motion of Mr. Frazier, the second of Mr. Seal, and the unanimous vote of the Board.



Kristan Gochenauer  
Secretary to the Board

III.A.1.

**RECOMMENDED ACTION** – Approval of FY2019-2020 Employment Agreements for Athletics Coaches and Administrators.

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

**WHEREAS**, Missouri State University desires to hire Jordan Fife as Director of Women’s Track and Field and Women’s Cross Country and Mr. Fife desires to accept such employment, as set forth in the attached Exhibit A, and subject to the terms and conditions set forth in the attached Exhibit E; and

**WHEREAS**, Missouri State University desires to hire Chris Steck and Amanda Mills as Assistant Strength and Conditioning Coaches, and Mr. Steck and Ms. Mills desire to accept such employment, as set forth in the attached Exhibit B, and subject to the terms and conditions set forth in the attached Exhibit E; and

**WHEREAS**, Missouri State University desires to hire Michaela Crall as Operations Assistant, Athletics Women’s Basketball and Ms. Crall desires to accept such employment, as set forth in the attached Exhibit C, and subject to the terms and conditions set forth in the attached Exhibit E; and

**WHEREAS**, the University desires to employ and/or continue to employ Corey Gipson, Jake Headrick, Jase Herl, and Sheldon Everett as members of the Men’s Basketball coaching staff, and these individuals desire to accept and/or continue such employment as set forth in the attached Exhibit D, and subject to the terms and conditions as set forth in the attached Exhibit E.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2019-2020 Employment Agreements for Athletics Coaches and Administrators.

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

**Comments:**

The salaries for Jordan Fife, Chris Steck, Amanda Mills, and Michaela Crall will be paid from existing salary lines from previous coaches/administrators who separated from the University, such that these salaries do not represent new expenses to the Athletics Department or University.

The salaries for Jase Herl, Jake Headrick, Corey Gipson and Sheldon Everett, Assistant Coaches, remain unchanged from 2018-2019, except for the 1.9% across-the-board cost of living adjustment, which was previously approved by the Board effective July 1, 2019.

The administrators and coaches will also be eligible to earn achievement payments contingent upon the athletic success of their particular teams.



# Missouri State

U N I V E R S I T Y

## 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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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: Jordan Fife**

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

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

**Term: July 3, 2019 – June 30, 2020**

**Compensation: \$62,000**

**Achievement Payments:**

\$500 for each team (cross country and outdoor track and field) whose NCAA calculated academic progress rate report (APR) meets or exceeds the NCAA APR score of 985; and  
 \$1,500 for each team conference championship or co-championship in Women’s Indoor or Outdoor Track and Field; or Cross Country; and  
 \$1,500 should the Women’s Cross Country team qualify and compete in the NCAA National Cross Country Championship; and  
 \$750 for each individual who qualifies for the NCAA National Cross Country Championship; and  
 \$750 for each individual or relay team who qualifies per event in any of the following: 800m, 1 Mile, 3000m, 5000m, or Distance Medley Relay for the NCAA Women’s Indoor Track and Field Championship; and  
 \$750 for each individual who qualifies per event in any of the following: 800m, 1500m, 3000m Steeplechase, 5000m, or 10,000m for the NCAA Women’s Outdoor Track and Field Championship; and  
 \$350 for each individual or relay team who qualifies per event in any of the following: 100m, 200m, 400m, 100m Hurdles, 400m Hurdles, 4x100, 4x400, Shot Put, Discus, Hammer Throw, Long Jump, High Jump, Triple Jump, Pole Vault, Javelin, or Heptathlon for the NCAA Women’s Outdoor Track & Field Championship; and  
 \$350 for each individual or relay team who qualifies per event in any of the following: 60m, 60m Hurdles, 200m, 400m, 4 x 400m, Shot Put, Weight Throw, Long Jump, High Jump, Triple Jump, Pole Vault, or Pentathlon, for the NCAA Women’s Indoor Track and Field Championship.

**Other Benefits and Incentives:**

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

COACH

Jordan Fife

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:** Chris Steck

**Position:** Assistant Strength and Conditioning Coach, M Basketball and Men’s and Women’s Golf

**Term:** July 1, 2019 – June 30, 2020

**Compensation:** \$40,000 annually

**Achievement Payments:**

**\$500 Regular Season Championship in Men’s Basketball, and \$250 for each MVC Championship or MVC Co-Championship in Men’s Basketball and Men’s and Women’s Golf; and \$250 if Men’s Basketball, wins a game in the NCAA Tournament (excludes NIT)**

**Moving Expenses:** The University agrees to reimburse Mr. Steck for any documented expenses associated with Mr. Steck’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for one (1) month of temporary housing to assist with his relocation to Springfield.

**Other Benefits and Incentives:**

ADMINISTRATOR

Christopher Steck

Date

7/1/19

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 – 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:** Amanda Mills

**Position:** Assistant Strength and Conditioning Coach, W Basketball and Women’s Tennis

**Term:** July 17, 2019 – June 30, 2020

**Compensation:** \$40,000 annually

**Achievement Payments:**

**\$500 Regular Season Championship in Women’s Basketball and W. Tennis, and \$250 for each MVC Championship or MVC Co-Championship in Women’s Basketball and Women’s Tennis; and \$250 if Women’s Basketball, wins a game in the NCAA Tournament (excludes NIT)**

**Moving Expenses:** The University agrees to reimburse Ms. Mills for any documented expenses associated with Ms. Mill’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for one (1) month of temporary housing to assist with his relocation to Springfield.

**Other Benefits and Incentives:**

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

  
\_\_\_\_\_  
Amanda Mills

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

7/17/19  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – OPERATIONS ASSISTANT, WOMEN’S BASKETBALL

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 – Operations Assistant, Women’s Basketball (5/1/13), which is incorporated herein by this reference.

**Name of Coach:** Michaela Crall

**Position:** Operations Assistant, Athletics

**Sport:** Women’s Basketball

**Term:** July 1, 2019 - June 30, 2020

**Compensation:** \$15.75 hourly

**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 – For wins in Round 1 and Round 2 of 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:**

ASSISTANT COACH

Michaela Crall, Operations Assistant-WBB

7/1/19

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 Coach\*, which is incorporated herein by this reference.

**Name of Coach: Corey Gipson**

**Position: Associate Head Coach**

**Sport: Men’s Basketball**

**Term: July 1, 2019-June 30, 2020**

**Compensation: \$106,650 annually**

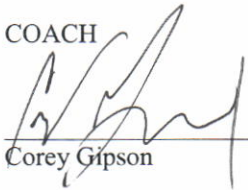
**Achievement Payments:**

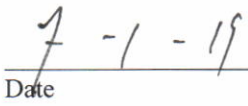
- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season NIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 – 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





# 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:** Jake Headrick

**Position:** Assistant Coach

**Sport:** Men’s Basketball

**Term:** July 1, 2019-June 30, 2020

**Compensation:** \$ 91,500 annually

**Achievement Payments:**

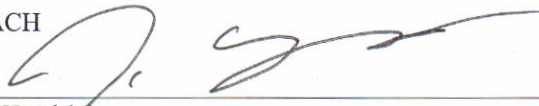
- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season NIT; or
- \$1,500 - At Large Bid to the NCAA Tournament; and
- \$1,500 –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

**Moving Expenses:** The University agrees to reimburse Mr. Headrick for any documented expenses associated with Mr. Headrick’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay one (1) month of temporary housing for Mr. Headrick’s.

**Other Benefits and Incentives:**

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

COACH

  
\_\_\_\_\_  
Jake Headrick

MISSOURI STATE UNIVERSITY

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

7-1-19  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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



# Missouri State UNIVERSITY

## ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

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

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

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:** Jase Herl

**Position:** Assistant Coach

**Sport:** Men’s Basketball

**Term:** July 1, 2019-June 30, 2020

**Compensation:** \$ 91,500 annually

**Achievement Payments:**

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

**Moving Expenses:** The University agrees to reimburse Mr. Herl for any documented expenses associated with Mr. Herl’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the university agrees to pay for one (1) month of temporary housing to assist with his relocation to Springfield.

**Other Benefits and Incentives:**

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

COACH

MISSOURI STATE UNIVERSITY

Jase Herl

Clifton M. Smart III  
President

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: Sheldon Everett**

**Position: Operations and Video Manager – Men’s Basketball**

**Sport: Men’s Basketball**

**Term: July 1, 2019-June 30, 2020**

**Compensation: \$48,070 annually**


**Achievement Payments:**

- \$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
- \$2,000 - MVC Conference Tournament Championship; and
- \$750 - Per game appearance in the Post-Season 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.

**Moving Expense:** The University agrees to reimburse Mr. Everett for any documented expenses associated with Mr. Everett’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Additionally, the University may pay up to 1 month of temporary housing during the transition to Springfield, MO.

**Other Benefits and Incentives:**

COACH

  
Sheldon Everett

MISSOURI STATE UNIVERSITY

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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

## 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.

## 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 Actions Concerning Academic Employees.

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

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Lacey Campbell	Instructor of Nursing West Plains Campus	\$50,000	8/1/2019 5/22/2020

**(See Addendum A for Per Course Faculty Payments for the summer 2019 session)**

**(See Addendum B for Supplemental Payments for the summer 2019 session)**

**(See Addendum C for Grant Related Supplemental Payments for the summer 2019 session)**

**VOTE:**      **AYE** \_\_\_\_\_

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



**ADDENDUM A**

**Per Course payments for the summer 2019 session:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Robert Cundall	TEC	\$2,389.40
Barbara Dykes	CHM	\$1,340.00
Dennis Emslie-Drummond	VIN	\$1,800.00
Nate Ferree	ART	\$1,800.00
Mark Fugitt	REL	\$1,800.00
Joseph Geller	VIN	\$1,800.00
William (Pat) Holmes	EPR/TEC	\$2,786.81
Candace Killian	HST	\$2,100.00
Louis Kimble	COM	\$1,800.00
Robert Kitt	ART	\$1,800.00
Seongchun Kwon	MTH	\$2,100.00
Angela McCully	CIS	\$1,393.40
Joe Niesen	MTH	\$1,664.47
RA Pendergrass	PLS	\$2,100.00
Shelia Priest	REL	\$1,800.00
Randy Story	COM	\$1,800.00
Patricia Thakur	PSY	\$1,800.00
Julie Williams	EDU	\$2,100.00

## ADDENDUM B

### Supplemental payments for the summer 2019 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	CIS/EGR/LWE/QBA/Division Chair	\$ 6,548.51
Thora Broyles	MTH	\$ 2,377.47
Judy Carr	EDU/PSY/SOC/Division Chair	\$11,698.61
Anita Cavitt	EDU	\$ 600.00
Melinda Denton	MTH	\$ 3,017.56
Ana Estrella	BIO	\$ 3,840.53
James Hart	CIS/TEC	\$13,479.75
Phillip Howerton	ENG	\$ 4,291.43
Carla Huddleston	NUR	\$ 5,349.31
Renee Keith	CFD	\$ 4,805.84
Jason McCollom	HST	\$ 6,333.00
Carla Neff	HIT	\$ 3,566.20
Michael Orf	HST/SOC	\$ 4,200.00
Frank Priest	ENG	\$ 8,348.83
Joseph Rugutt	CHM	\$11,305.39
Dasha Russell	ACC Internship	\$ 250.00
Brenda Smith	CFD	\$ 1,737.38
Rajiv Thakur	GRY	\$ 8,459.20
Jay Towell	MTH/Division Chair	\$ 8,783.57
Jerry Trick	MTH/PSY/IDS Coord. Duties	\$ 4,700.44
Jane Ward	EDU	\$ 4,200.00
Benjamin Wheeler	BMS/ENV	\$ 8,046.82
David White	BUS/IDS/MGT/Internships/ Dist. Learn. Coord.	\$ 9,393.69
Linda Wulff-Risner	AGR/IDS/Internships	\$ 9,600.50

**ADDENDUM C**

**Grant related supplemental payments for the summer 2019 session:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Cathy Boys	Co-PI for "Workers 4.0" Grant	\$ 6,089.00
James Hart	PI for "Workers 4.0" Grant	\$10,636.00

**COMMENTS:**

Lacey Campbell

MSN from University of Central Missouri  
BSN from College of the Ozarks  
ASN from Missouri State University-West Plains

2008 – 2014    Obstetrics Department Texas County Memorial Hospital – Houston, MO  
2011 – 2014    Nursing clinical/classroom instructor, Texas County Technical College – Houston, MO  
2014 – 2015    PN program interim coordinator, Texas County Technical College – Houston, MO  
2015 – 2018    Accelerated LPN to RN program coordinator, Texas County Technical College – Houston, MO  
2017            Online educator, St. Catherine’s Educating Nurses Across Borders  
2018 – Present   Assistant Director of Nursing Programs, Texas County Technical College – Houston, MO



III.B.2.

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

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

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

**APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Sheri K. Mayfield	Administrative Assistant I WP TRIO	11	\$23,743 Annually	07/01/2019
Alma J. Harris	Custodian I WP Physical Plant	21	\$22,984 Annually	06/17/2019
Brianna I. Walsh	Asst Women Volleyball Coach WP Women's Athletics	UN	\$40,000 Annually	07/01/2019

**RESIGNATION:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Angela R. Matteson	Executive Assistant IV WP Chancellor's Office	07/05/2019

**SEPARATION:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sylvia D. Kuhlmeier	Director of Library Services WP Garnett Library	06/28/2019

**VOTE:**     **AYE** \_\_\_\_\_

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

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 June 5, 2019 through July 24, 2019 be approved.

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

**FOR APPROVAL**

**Contract amendments that cause the estimated value of a contract/agreement to be exceeded by 25% or \$50,000, whichever is less**

**Housing Services** **\$78,000.00**  
**International Leadership and Training Center (ILTC)**

Missouri State University's International Leadership and Training Center (ILTC) requests to extend current contract C7653-1 with Bryan Properties for twelve months, June 1, 2019 through May 31, 2020, to accommodate continued need for off-campus housing for Ningxia University China and other multiple programs.

University Residence Life, Housing and Dining Services is not a viable option to provide housing for these programs due to the requests of program sponsors that current participants have the same housing arrangements as previous cohorts of these programs.

Program management will be through the ILTC. The participating University shall be charged for housing as part of the overall cost of this customized educational program, which includes housing, meals, transportation, instructional costs, books and materials, student service fees, and other program delivery expenses.

All other terms and conditions of this original contract will remain the same for this twelve-month period.

The contract is one of three agreements with Bryan Properties for Bear Village Apartments for the ILTC. Subject to need, housing contracts are developed at various times as requested.

**Note: Funding by participating International Universities, as part of customized education agreements that are paid through the FY20 operational budget.**

**ACTIVITY REPORT  
PAGE TWO**

**Contract amendments that cause the estimated value of a contract/agreement to be exceeded by 25% or \$50,000, whichever is less**

<b>Housing Services</b>	<b>\$241,881.00</b>
<b>International Leadership and Training Center (ILTC)</b>	<b>(Estimated)</b>

Missouri State University's International Leadership and Training Center (ILTC) requests to extend current contract C7587-1AMD 1 with Bryan Properties for twelve months, June 1, 2019 through May 31, 2020, to accommodate continued need for off-campus housing for Qingdao University China and other multiple programs.

University Residence Life, Housing and Dining Services is not a viable option to provide housing for these programs due to the requests of program sponsors that current participants have the same housing arrangements as previous cohorts of these programs.

Program management will be through the ILTC. The participating University shall be charged for housing as part of the overall cost of this customized educational program, which includes housing, meals, transportation, instructional costs, books and materials, student service fees, and other program delivery expenses.

All other terms and conditions of this original contract will remain the same for this twelve-month period.

The contract is one of three agreements with Bryan Properties for Bear Village Apartments for the ILTC. Subject to need, housing contracts are developed at various times as requested.

**Note: Funding by participating International Universities, as part of customized education agreements that are paid through the FY20 operational budget.**



**ACTIVITY REPORT  
PAGE THREE**

**FOR INFORMATIONAL PURPOSES ONLY**

**Property Lease**

**Civic Center – City of West Plains** **\$110,707.32**  
**West Plains Campus**

A new agreement to replace the most recent expiring agreement was executed with the City of West Plains for lease of the West Plains Civic Center for selected University functions. The period is July 1, 2019 through June 30, 2020, to continue this ongoing annual lease.

The amount is to be paid in twelve monthly payments of \$9,225.61, with the first payment due and payable on July 1, 2019, and each succeeding payment becoming due and payable on the first day of each month through June 1, 2020.

Further increases to this annual renewal will be calculated based on the December Consumer Price Index (CPI) in the year of the current contract.

**Subject to ongoing satisfactory performance, the University will continue to execute new annual lease agreements to replace expiring annual lease agreements as needed.**

**Note: Funding to be from the West Plains Rental-of-Facilities operational budget.**

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

**Electronic Databases for Academic and Business Sources** **\$101,445.00**  
**University Libraries**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment to MOBIUS, Columbia, Missouri, to renew services for two annual electronic databases for the library for July 1, 2019 to June 30, 2020.

The services, Academic Search Premier/Business Source Premier, and Academic Source Complete, provide full-text coverage and indexing to over 19,000 journals and magazines.

University Libraries have had subscriptions to these two electronic resources since 2004.

**ACTIVITY REPORT  
PAGE FOUR**

As a 72-member library consortium, MOBIUS has shared library materials and information throughout the state of Missouri since its founding in 1998. Formerly a part of the University of Missouri System, MOBIUS became a not-for-profit corporation with tax-exempt status on July 1, 2010.

Purchase through MOBIUS as a member allows the libraries to take advantage of pricing negotiation. Significant discounts over direct licensing from providers are offered that are based upon the number of consortium members who license a particular resource.

**Subject to ongoing satisfactory performance, future orders will be issued on a continuing basis as needed.**

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

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

<b>Membership Dues</b>	<b>\$124,049.64</b>
<b>University Libraries</b>	

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment to MOBIUS for membership and assessment fees to renew access to the system for July 1, 2019 through June 30, 2020. Included are five courier stops per week to deliver and retrieve library materials for the campuses at Mountain Grove and West Plains.

As a 72-member library consortium, MOBIUS has shared library materials and information throughout the state of Missouri since its founding in 1998. Formerly a part of the University of Missouri System, MOBIUS became a not-for-profit corporation with tax-exempt status on July 1, 2010.

**Subject to ongoing satisfactory performance, future orders will be issued on a continuing basis as needed.**

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



**ACTIVITY REPORT  
PAGE SIX**

**Note: Funding to be from Biomedical Sciences-Anesthesia (BMS-ANE) Program Fees, B02415 132042 011.**

**Property Lease**

<b>Lease of Classroom Space Theatre and Dance</b>	<b>\$177,792.00 (Two Years)</b>
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Recommend entering into a classroom lease for Theatre and Dance students. Campus space is not available during the time courses need to be offered in order to not conflict with other required classes.

The term of the lease is from August 1, 2019 through July 31, 2021, with three optional two-year renewals through July 31, 2027. Renewals may be exercised by the University providing written notice to the lessor of its intent to exercise an option to extend, on or before sixty (60) days prior to then expiring term.

At the end of the first two years, the University will also have the option to purchase the property at fair market value by giving notice of its election to purchase to lessor during the six (6) months prior to the conclusion of the lease agreement. The University will have the right of first refusal during the term of the lease if the purchase option is not exercised.

Lease payments are \$7,408.00 per month for 24 months, for a total of \$177,792.00. If the lease agreement is extended beyond the initial term expiring July 31, 2021, the rental amount shall be adjusted for each extended period by the most recently available annual Midwest Region, Consumer Price Index, as compared to the immediately preceding year.

**Subject to need and continued satisfactory service, the optional lease extensions will be made as specified in the agreement.**

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

**ACTIVITY REPORT  
PAGE SEVEN**

**Contract amendments that cause the estimated value of a contract/agreement to be exceeded by 25% or \$50,000, whichever is greater**

<b>Depository Services</b>	<b>\$178,000.00</b>
<b>West Plains Campus</b>	<b>(Estimated Two-Year Revenue)</b>

Recommend extension of the term of Depository Services Contract C7546-1 AMD 1 with Southern Bank for up to two (2) years, July 1, 2019 through June 30, 2021, to accommodate an increase in earning rates for the two-year period as per the following:

- A fixed earnings rate of **2.20%** per annum for funds held in the University's accounts with Southern Bank utilizing an Insured Cash Sweep (ICS) account. For funds held not utilizing an ICS account, the fixed earnings rate would be **2.00%** per annum.

All other terms and conditions of this original contract will remain the same for the two-year period.

**Note: Funding does not apply. The effect of this change is revenue increase.**

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

<b>Audit and Related Accounting Services</b>	<b>\$196,667.00</b>
<b>Financial Services</b>	<b>(Estimated Core Services One Year)</b>

Recommend renewal of Contract 6102-1-AMD 1 with BKD to provide Audit and Related Accounting Services for the period of July 1, 2019 through June 30, 2020. This renewal is the first of four contract renewal options, and per the contract terms and conditions it will allow for a 1.90% increase in fees from the previous year.

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

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

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

III.D.1.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of June 2019.

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

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**June 2019**

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

**June 3, 2019**

**Auditorium 101 Renovation,  
Meyer Library**

**Project Budget  
\$208,895.00**

Bids were received for the renovation of the auditorium in Meyer Library. A notice to proceed was issued to Oke-Thomas + Associates, Inc. in the amount of \$109,700.00.

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>
<b>Oke-Thomas +Associates, Inc.</b>	\$109,700.00
<b>Carson-Mitchell, Inc.</b>	\$130,805.00
<b>Infinity Group, LLC</b>	\$169,726.00
<b>MSI Constructors</b>	\$170,115.00
<b>Rio Contracting</b>	\$192,955.00

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$5,800.00
Construction Contracts	\$109,700.00
Project Administration	\$10,970.00
Construction Contingency	\$27,425.00
Furniture, Fixtures, and Equipment	\$55,000.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$208,895.00</b>

This project is being funded by the Sunderland Foundation grant (\$200,000.00) and the Library Summer School (\$8,895.00) budget.

**June 17, 2019**

**Master Plan for the College of Natural and Applied Sciences,  
Springfield Campus**

A contract was signed with Christner, Inc. for professional services in conjunction with the master plan for the College of Natural and Applied Sciences. The fixed fee for the

consultant's work is \$181,000.00. This project is being funded by the College of Natural and Applied Sciences Supplemental College Fees budget.

**Foundation Drilling, Testing, and Special Inspections for the Classroom Addition, McQueary Family Health Sciences Hall**

A contract was signed with Terracon Consultants, Inc. for professional services in conjunction with the classroom addition at McQueary Family Health Sciences Hall. The not-to-exceed fee for the consultant's work is \$124,123.00. This project is being funded by the McQueary Classroom Addition budget.

**June 24, 2019**

**FY19 Preventative Parking Lot Maintenance, West Plains Campus**

**Project Budget  
\$185,000.00**

Bids were received for preventative parking lot maintenance on the West Plains campus. A notice to proceed was issued to Ball Paving, Inc. in the amount of \$162,000.00.

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>
<b>Ball Paving, Inc.</b>	\$162,000.00

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$0.00
Construction Contracts	\$162,000.00
Project Administration	\$4,000.00
Construction Contingency	\$19,000.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$185,000.00</b>

While only one bid was received for this project, it was determined to be valid and was accepted. Unit prices were also received during bidding and additional areas or parking lots may be addressed based on unit prices as needs are identified. This project is being funded by the West Plains Parking (\$185,000.00) budget.



III.D.2.

**RECOMMENDED ACTION** – Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2020.

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the University continue the Intergovernmental Agreement for Law Enforcement Services for Fiscal Year 2020 with the City of Springfield at a cost of \$819,850.03; and

**BE IT FURTHER RESOLVED** that the Intergovernmental Agreement will be effective from July 1, 2019 through June 30, 2020, and will continue on a month-to-month basis as needed; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposed Intergovernmental Agreement Regarding Law Enforcement Services be approved and that the President of the University be authorized to sign said Agreement on behalf of the Board of Governors.

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

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

**COMMENTS:**

The agreement with the City of Springfield provides for law enforcement services associated with the Springfield Police Department and the Missouri State University Springfield Police Substation. This annual contract represents a 7.9% increase from Fiscal Year 2019. This increase of \$59,791.72 is due to an increase in costs of the ten officers to provide additional coverage.

The annual contract will be distributed between Missouri State University budget accounts as indicated below:

<u>Total Cost</u>	<u>E&amp;G</u>	<u>Residence Life</u>
\$819,850.03	\$614,887.52	\$204,962.51

The University General Counsel has reviewed the agreement for legal sufficiency.

<b>ROUTING</b>	<b>(1) ORIGINATING DEPARTMENT</b>	<b>(2) MISSOURI STATE UNIVERSITY</b>	<b>(3) FINANCE DEPARTMENT</b>
<b>ORDER</b>	<b>(4) LAW DEPARTMENT</b>	<b>(5) CITY MANAGER'S OFFICE</b>	<b>(6) CITY CLERK'S OFFICE</b>
<b>EFFECTIVE DATE</b> JULY 1, 2019	<b>TERMINATION DATE</b> JUNE 30, 2020	<b>CONTRACT NUMBER:</b>	
<b>( ) NEW CONTRACT</b>		<b>( X ) RENEWAL OF CONTRACT No. _____</b>	
<b>CITY</b>		<b>BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY</b>	
<b>CITY OF SPRINGFIELD</b> <b>840 BOONVILLE, PO Box 8368</b> <b>SPRINGFIELD, MO 65802</b> <b>PHONE (417) 836-7612 FAX (417) 836-4663</b> <b>ATTN: SGT. CASEY WILKERSON</b> <b>DEPT: MISSOURI STATE UNIV. POLICE SUBSTATION</b>		<b>BOARD OF GOVERNORS</b> <b>MISSOURI STATE UNIVERSITY</b> <b>901 SOUTH NATIONAL</b> <b>SPRINGFIELD, MO 65897</b> <b>PHONE (417) 836-4590 FAX (417) 836-7669</b> <b>ATTN: PRESIDENT</b>	

**INTERGOVERNMENTAL AGREEMENT REGARDING  
LAW ENFORCEMENT SERVICES**

**THIS AGREEMENT**, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2019, by the parties identified above.

**WHEREAS**, the City of Springfield, Missouri ("City"), a municipal corporation organized and operating under the Constitution and Laws of the State of Missouri and the Springfield City Charter, and the Board of Governors ("Board") of Missouri State University, a university organized and operating under the Constitution and Laws of the State of Missouri, are mutually desirous of revising, renewing, and extending the period of the preexisting intergovernmental agreement for providing police services within and around the immediate campus area of Missouri State University ("MSU"); and

**WHEREAS**, the City and the Board are resolved that an agreement providing for enhanced law enforcement services within and around the campus of Missouri State University will be of mutual benefit to the parties to this agreement.

**NOW, THEREFORE**, IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREIN STATED, THE CITY AND THE BOARD HEREBY ENTER INTO THE FOLLOWING AGREEMENT REGARDING LAW ENFORCEMENT SERVICES TO BE PROVIDED WITHIN AND AROUND THE CAMPUS OF MISSOURI STATE UNIVERSITY:

**A. STAFFING OF THE POLICE SUBSTATION**

1. The Board agrees to provide, at its expense, a facility deemed suitable by the City for a police substation, to be located on the MSU campus as defined in Section B.1. of this agreement.

2. The City agrees to staff the police substation located on the MSU campus as promised herein. The Springfield Police Department expressly reserves and retains the right to direct and supervise all police personnel assigned to the police substation at all times this agreement is in effect. If requested, the Board agrees to provide approximately 60 hours per week of clerical assistance for the substation operation. The City will provide personnel and equipment for the purpose of staffing the police substation in accordance with the following schedule:

- a. The City agrees to staff the MSU substation with ten (10) full-time police officers. The minimum staffing of the MSU substation shall not fall below eight (8) full-time police officers, unless officers are reassigned pursuant to Section B, Paragraph 5 below. Those ten (10) police officers shall consist of: eight (8) police officers, one (1) police sergeant, and one (1) police corporal. In the event that the staffing is reduced to eight (8) full-time police officers, the officers shall consist of: seven (7) police officers, one (1) police sergeant or acting sergeant. The City agrees to provide 24-hour, 7-days per week police services on the campus. This will be accomplished through the assigned staff and the use of overtime. At the request of MSU, one (1) additional police officer may be added during FY 19-20 to bring the MSU substation to eleven (11) full-time police officers to reduce the overtime cost, provided sufficient notice is given to the Springfield Police Department to allow for the inclusion of the additional position into the recruit academy.

b. The division of costs for the ten (10) police officers provided to MSU under the terms of this agreement shall be that MSU fund 80% and the City fund 20% of the combined total of the salaries of the ten full-time officers assigned to the substation. The term "salaries" as used in this paragraph shall include: the officers' base salary and benefits. Should the parties agree in writing to increase the staffing of the substation to more than ten (10) officers, MSU shall be responsible for the entire salary of any additional officer assigned to the substation. If the staffing shall fall below ten (10) police officers pursuant to Paragraph 5 below for a period in excess of fourteen (14) days, MSU shall only be responsible for 80% of the total salaries of the remaining officers. (See Exhibit B attached hereto and incorporated herein by reference.)

c. Officers of the MSU substation who participate in special safety and enforcement projects agreed to between MSU safety and security staff and the Police MSU Substation Supervisor within and around the campus of MSU will be compensated at the guaranteed rate of time and one-half (money or compensatory time) for the actual time during which the officer is engaged in the performance of the special project. The cost of such compensation shall be reimbursed by the Board. Assignment of officers to such MSU special safety or enforcement projects is at the discretion of the Police MSU Substation Supervisor.

d. FISCAL YEARS SUBSEQUENT TO FY 13-14

(1) The parties may reassess the staffing needs for the police substation on an annual basis, or more frequently if either party deems it necessary to do so.

(2) The parties agree that the staffing levels designated in paragraph A.2.a will be continued for so long as this agreement is in effect, provided the staffing levels are not adjusted or revised in accordance with the terms and conditions of this agreement.

e. The City agrees to require all officers working on the MSU campus to attend MSU's Campus Security Authority training in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). In addition, the City agrees to notify MSU of incidents being investigated by the SPD that pose an imminent or impending threat to the campus. The notification will be made in a timely manner that allows MSU to notify the campus community to take protective actions as required in the Clery Act.

3. The City agrees to designate one (1) substation officer to participate in the University's Behavioral Intervention Team (BIT) meeting, occurring weekly at 10:00 a.m. in room 415 of Plaster Student Union, and as may be otherwise modified from time to time. Such dedicated officer shall liaison with the University's BIT at no additional cost to the University and consistent to the University's obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 et seq. ("FERPA").

B. LAW ENFORCEMENT SERVICES TO BE PROVIDED BY THE CITY

1. The parties agree and understand that the primary purpose of the police substation is to bring the police and the campus community together in a unified effort to: (1) enhance public safety, (2) prevent crime, and (3) to make this, as a neighborhood, a better place to live. The parties therefore commit to exercise their best efforts to cooperate and communicate regarding matters of obvious concern. Recognizing the University may have helpful information, both parties are committed to open communication and, as appropriate, exchange of information. Nothing in this paragraph should be construed to require the divulgence of confidential or privileged information. The objective will be to create positive interaction and to establish a partnership between police and the campus community as defined in this section in the process of problem identification and problem resolution. MSU authorizes City of Springfield to enforce City of Springfield ordinances as well as state law on the campus.

a. The MSU campus is identified and delineated in the map, Exhibit A, and incorporated herein by reference. The MSU campus is generally described as two adjoining sections with the first area bounded by one block east of National Avenue on the east; Loren Street on the south; Kimbrough Avenue to the west; and St. Louis Street on the north; with the second area bounded by Benton Avenue/Kimbrough Avenue on the east; Walnut Street on the south; Main Avenue on the west and Tampa Street on the north. In addition, it is agreed that SPD officers assigned to the MSU Police Substation will routinely patrol and provide police services to all other satellite facilities owned or leased by MSU within the corporate city limits of the city of Springfield.

b. In addition to the defined area just described, the term "in and around the MSU campus area" shall include the perimeter streets, and shall also include all recognized Greek fraternity and sorority houses, without regard to their location, whether inside or outside the defined area.

2. Springfield police officers assigned to the police substation will work flexible shifts in accordance with the calls for service and crime-problem identification demands, based upon a 40 hour work week for each officer assigned.
3. The Springfield Police Department will assign an extra officer to the substation when requested, on designated Friday and Saturday nights, such as at the beginning and end of the school year, as determined by the substation supervisor.
4. Springfield police officers assigned to the police substation will provide a visible police presence to the MSU campus area.
5. The parties expressly agree and stipulate that, notwithstanding any other provision of this agreement to the contrary, the Springfield Police Department reserves and retains the right to temporarily reassign police officers assigned to the police substation to other duties in the following situations:
  - a. Emergency situations. In cases of emergency, or extraordinary needs for service in other locations the Springfield Police Department reserves and retains the right to utilize those officers assigned to the MSU substation as needed, for the duration of the emergency, including below the minimum staffing noted in Section A.2.A, if needed.
  - b. Temporary reassignment. Temporary reassignment shall mean reassignment of any of the ten (10) police officer positions to another location other than the MSU substation on a full-time basis. In the event of reassignment, the City expressly agrees to restore the staffing of the police substation to the levels set out in Section A of this agreement as soon as possible in light of existing circumstances. Any temporary reassignment will adhere to the minimum staffing levels agreed to in Section A.2.A.
6. The parties agree and understand that police officers assigned to the police substation will on occasion be absent from their duties as a result of illness, vacation leave, personal leave, funeral leave, compensatory time, training time, court appearances, military leave, and other similar causes of absence. In such cases the existing workload will be assumed by other members of the police substation staff. In the event an absence of any officer assigned to the police substation exceeds fourteen (14) days, the City will review the staffing needs of the police substation and will assign such additional personnel as may be necessary to the effective functioning of the unit depending upon availability of personnel.
7. The parties agree and understand that assignment to the MSU Substation will not penalize assigned employees and will not in any way threaten employment rights, promotional opportunities, training opportunities, or fringe benefits.
8. The Chief of the Springfield Police Department and the MSU President, or their designees, shall be responsible for developing all necessary procedures for the coordination of services between the two agencies.
9. The substation will maintain records which are available to the President (or his designee) to include but not limited to:
  - a. Substation payroll records.
  - b. Time sheet and detailed billing information sufficient for invoice reconciliation.
  - c. Work schedule of substation officers.
  - d. Calls For Service data within the designated substation area as defined by this contract.
  - e. Appropriate crime statistic information sufficient for Federal CLERY reporting.
  - f. Provide information consistent with legal restrictions from police reports.
  - g. Equipment purchase orders.
  - h. Data by city service center.

C. RESPONSIBILITIES OF THE BOARD OF GOVERNORS

1. The Board agrees to provide and maintain a facility mutually deemed suitable by the City and the Board for a police substation, to be located in the MSU campus area as defined in Section B.1. of this agreement. The Board agrees to bear sole responsibility for the cost of operating and maintaining such facility for so long as this agreement is in effect.

2. The Board agrees to pay for services provided by the City in a total amount not to exceed Eight Hundred Nineteen Thousand, Eight Hundred Fifty Dollars and Three Cents (\$819,850.03) based on the cost projections set forth in Exhibit B and C attached hereto and incorporated herein by reference.

3. The Board agrees to pay the cost of the overtime, uniform allowance, equipment depreciation, transportation, software and training costs of all full-time officers assigned to the substation based on the cost projections set forth in the attached Exhibits B and C, attached hereto and incorporated herein by reference.

4. The City will bill the Board on a monthly basis for law enforcement services provided pursuant to this agreement. The Board shall remit to the city, money owed to the City under the terms of this agreement, on or before thirty (30) days after the date of the invoice, unless there is a dispute regarding the amount of the invoice in which case the parties agree to meet and discuss in good faith the invoice amount.

#### D. OTHER TERMS AND CONDITIONS

1. Conflicts. No salaried officer or employee of the City, and no member of the City Council or the Board shall have a financial interest, direct or indirect, in this contract. A violation of this provision renders the contract void.

2. Liability. The City hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions, including but not limited to all actions of its police officers undertaken on the MSU campus. The Board hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions. Nothing herein shall be construed to waive any sovereign, official or governmental immunity applicable to either party, its board or council members, officers or employees.

3. Notices. All notices required or permitted herein under and required to be in writing may be given by first class mail addressed to the Springfield City Manager, 840 Boonville, Springfield, Missouri 65802, and to the Board of Governors, Missouri State University, 901 South National, Springfield, Missouri 65897. The date of delivery of any notice shall be the date falling on the second full day after the date of its mailing.

4. Jurisdiction. This agreement and every question arising thereunder shall be construed and determined according to the laws of the State of Missouri. Should any part of this agreement be adjudicated, venue shall be proper only in the Circuit Court of Greene County, Missouri.

5. Termination of Agreement. Either party shall have the right to terminate this agreement upon giving written notice of intent to terminate to the other party at least 180 days prior to the date of termination.

6. Failure of Appropriations and Cancellation of Agreement. The parties mutually agree and understand that continuation of this agreement is subject to annual budget appropriations. Subject to the requirements of Section D.5., should the Springfield City Council or the Board fail to appropriate funds to continue staffing of the police substation, this agreement may be terminated by either party as of the last date upon which appropriated funds are available to either or both parties for continuation of staffing under the agreement.

7. Nondiscrimination. The parties agree not to discriminate on the basis of age, sex, religion, disability, race, national origin, ancestry, veteran status, sexual orientation, gender identity, or color, in employment, accommodation or provision of services in carrying out the terms and provisions of this agreement.

8. Term of the Agreement. Subject to all of the foregoing terms and conditions, the term of this Agreement shall be from July 1, 2019 through June 30, 2020. Thereafter, the parties may annually renew the Agreement for successive periods under such terms and conditions as may be agreed to at that time. Each addendum or renewal of the Agreement shall be in written form, executed by the Springfield City Manager and the President for MSU, on such terms and conditions as may be agreed to by the City Manager and the President for MSU. Should the term of this contract end without a renewal being timely enacted, parties shall continue to follow these contract terms on a month-to-month basis until such time a new contract can be executed or one of the parties terminates the contract pursuant to Paragraph D.5 above.

9. Compliance with all laws. The parties agree to abide and follow all federal, state, and local laws in performing the duties set forth in this contract including, without limitation, Mo. Rev. Stat § 173.2050, which requires the parties to establish and follow certain policies and protocols regarding sexual assault, domestic violence, dating violence, and stalking involving Students and other members of MSU's campus community. Said policies and protocols are shown in Exhibit D, which is attached hereto and incorporated herein by reference.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the day and year herein stated.

**APPROVED AS TO FORM**

**The Board of Governors of Missouri State University**

By: \_\_\_\_\_  
Attorney for Board of Governors

By: \_\_\_\_\_  
President of the University

**APPROVED AS TO FORM**

**The City of Springfield, Missouri**

By: \_\_\_\_\_  
City Attorney or designee

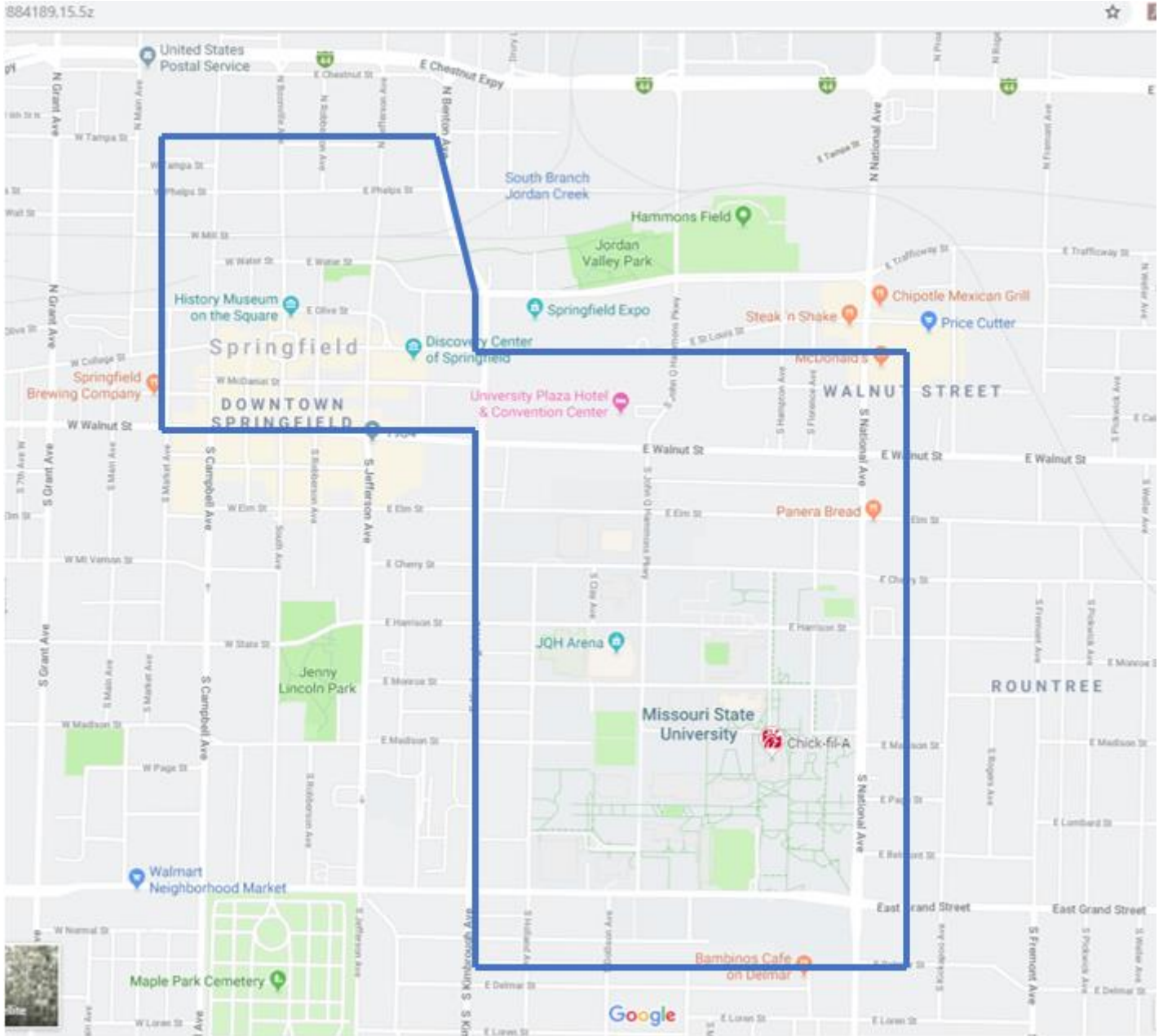
By: \_\_\_\_\_  
City Manager or designee

**CERTIFICATE OF DIRECTOR OF FINANCE**

I certify that the expenditure contemplated by this document is within the purpose of the appropriation to which it is to be charged and that there is an unencumbered balance of appropriated and available funds to pay therefor.

\_\_\_\_\_  
Director of Finance or his designee

# EXHIBIT A MSU CAMPUS MAP



**EXHIBIT B**  
**Cost of MSU Substation Account**  
**FY 19-20**

	Totals
SALARIES / BENEFITS*	
Sergeant (1), Corporal (1), and Officers (8)	
MSU Cost – 80% of Total Cost _____	\$661,720.26
OVERTIME _____	\$106,553.00
<b>Subtotal:</b> _____	<b>\$768,273.26</b>
OVERHEAD:	
UNIFORM ALLOWANCE (10 Officers) _____	\$14,500.00
TRAINING COST _____	\$4,400.00
TRANSPORTATION AND SOFTWARE COST ** _____	\$32,676.77
<b>Subtotal:</b> _____	<b>\$51,576.77</b>
<b>Total Contract Amount</b> _____	<b>\$819,850.03</b>

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\* Salary information is calculated at actual officer's salaries and top step for vacant positions and includes longevity pay, education incentive, pension contribution, Medicare, workers' comp, etc. Salaries and Benefits above is 80% of cost.

\*\* (See Exhibit C)



**EXHIBIT C**  
**MSU Substation Transportation and Software Cost**  
**FY 19-20**

	<b>2017</b>	<b>2016</b>	<b>2013</b>
	Ford Explorer	Ford Explorer	Ford Explorer
Purchase cost w/equipment*	\$48,048	\$38,350.00	\$39,274.00
7 Year Depreciation	\$6,864.00	\$5,478.57	\$5,610.57

Annual Depreciation for all three (3) vehicles	\$17,953.14
Fuel Cost **	\$ 3,346.42
Maintenance and Repair Cost **	\$ 2,338.91
<b>Vehicle Subtotal</b>	<b>\$23,632.47</b>

**Bicycles**

**Ten (10) Patrol Bicycles in Fleet**

Purchase Cost	\$2,116.60
3 Year Depreciation	\$ 705.53

Annual Depreciation for ten (10) bicycles	\$7,055.30
Bicycle Subtotal	\$7,055.30

**Software**

Ten (10) Office 365 annual software license fees	\$198.90 each
Software Subtotal	\$1,989.00

**Total Annual Transportation and Software Cost** **\$32,676.77**

\* Cost of the vehicle with standard law enforcement, including mobile data terminal and emergency equipment. All equipment will be maintained in good working order.

\*\* Figure based on actual and averages for FY18 (July 2017-June 2018). Figures from Fleet Administrator.

**EXHIBIT D**  
**Policies and Protocols Regarding**  
**Sexual Assault, Domestic Violence, Dating Violence, and Stalking**

Consistent with the provisions of Title IX of the Education Amendments of 1972, 20 U.S.C.A. § 1681, *et seq.* (“Title IX”), and the Violence Against Women Act (“VAWA”), MSU will investigate all reports of sexual assault, domestic violence, dating violence and stalking that are brought to MSU’s attention, regardless as to where the conduct is alleged to occur, which involve member(s) of the MSU campus community. (Note: Such reports will be investigated by MSU regardless as to where the conduct is alleged to have occurred, in that MSU is obligated to determine whether the alleged conduct occurred in the context of an educational program or activity, or has continuing effects on the MSU campus or in an off-campus educational program or activity.)

Consistent with the requirements of Title IX and VAWA, and the directives of the Department of Education’s Office for Civil Rights (“OCR”), MSU will honor the wishes of a complainant/victim as to whether to notify the Springfield Police Department of an incident of alleged sexual assault, domestic violence, dating violence and or stalking. The reporting of any such offense will be the choice and the responsibility of the complainant/victim. Notwithstanding the foregoing, nothing in this Exhibit D shall be construed so as to preclude the Springfield Police Department from investigating any and all allegations of criminal activity – including allegations of sexual assault, domestic violence, dating violence, or stalking – that are reported to the Springfield Police Department or otherwise come to the attention of the Springfield Police Department.

Subject to its obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 *et seq.* (“FERPA”), MSU will cooperate with the Springfield Police Department, in terms of any law enforcement investigation of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community, if authorized by the complainant/victim or pursuant to a lawfully issued search warrant, subpoena, or court order. The Springfield Police Department agrees to use best efforts to communicate with MSU regarding investigations or reports of sexual assault, domestic violence, dating violence and or stalking involving members of MSU’s campus community, provided that such communication, in the reasonable estimation of the Springfield Police Department or the Greene County Prosecuting Attorney, will not jeopardize the integrity of an investigation, or subsequent prosecution, of sexual assault, domestic violence, dating violence and or stalking.

Depending on the facts and circumstances of an individual case, one or both parties may have jurisdiction to investigation incident of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community. The term jurisdiction, as used herein, means that MSU shall have jurisdiction to conduct investigations consistent with its Title IX/VAWA obligations and its educational interests, whereas SPD shall have jurisdiction to conduct investigations from a law enforcement/criminal perspective. Both parties understand and agree that such investigations are independent and may happen simultaneously, and agree to provide one another with as much courtesy and communication as may be possible, given the facts and circumstances of the individual case.

The parties acknowledge and agree that this Exhibit D is intended fully conform to the requirements of Mo. Rev. Stats. § 173.2050. The parties further acknowledge that, pursuant to Mo. Rev. Stat. § 173.2050.3, the Missouri Department of Public Safety has been charged with promulgating rules and regulations by August 28, 2016, to facilitate the implementation of the requirements of Mo. Rev. Stat. § 173.2050. Thus, the parties agree to evaluate any and all such promulgating rules and regulations, and to work together in good faith to modify their collaborative practices and, as necessary, this Exhibit D, to ensure continued legal compliance.

MISSOURI STATE UNIVERSITY

III.E.1.

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Algerian Hart	Associate Dean Graduate College Professor with Tenure Kinesiology (12-month appointment)	\$112,000 annually	07/01/19
Michael Percival	Instructor Greenwood Laboratory School	\$44,000 annually	08/12/19
Gabriel Saenz	Assistant Professor Psychology	\$54,000 annually	08/12/19
Kyle Thomas	Assistant Professor Theatre & Dance	\$51,000 annually	08/12/19

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Brandon Rachal	Clinical Assistant Professor School of Nursing (12-month appointment)	\$74,000 annually	07/01/19 06/30/20
Raju Mainali	Instructor Information Technology & Cybersecurity	\$70,000 annually	08/12/19 05/15/20
Samuel Oram	Artist-in-Residence Music	\$44,000 annually	08/12/19 05/15/20
Zipporah Peddle	Artist-in-Residence Theatre & Dance	\$44,000 annually	08/12/19 05/15/20
Argelia Segovia Liga	Instructor History	\$42,000 annually	08/12/19 05/15/20

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Shelby Davis	Assistant Professor Communication Sciences & Disorders	05/17/19
Maia Hoskin	Assistant Professor Counseling, Leadership & Special Education	05/17/19
Kathleen Larkin	Instructor Finance & General Business	05/17/19
Robert Maddox	Assistant Professor Counseling, Leadership & Special Education	05/17/19
Lori Peterson	Assistant Professor Management	05/17/19
Kimberly Stormer	Assistant Professor Reading, Foundations & Technology	05/17/19
Mary Wroblewski	Assistant Professor History	05/17/19
Steven Dodge	Department Head Associate Professor Physician Assistant Studies	01/31/20

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sara Brummel	Associate Professor Theatre & Dance	12/13/19

Dan Crafts	Associate Professor Hospitality Leadership	05/15/20
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Susan Crain	Professor Finance & General Business	05/15/20
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**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Marcia Himes	Assistant Professor Physical Therapy From: \$85,034.17 annually To: \$86,034.17 annually	Salary Adjustment	07/01/19
Arthur Mallory	From: President Office of the President To: Faculty Emeritus Office of the President	Status Change	07/01/19
Michael Nietzel	From: President Office of the President To: Faculty Emeritus Office of the President	Status Change	07/01/19
Keith Payne	From: Department Head Defense & Strategic Studies To: Faculty Emeritus Defense & Strategic Studies	Status Change	07/01/19
Kent Ragan	Interim Associate Dean College of Business Professor Finance & General Business	Continuation of Appointment	07/01/19 06/30/20
Andres Cantillo	Instructor Economics	Reappointment	08/12/19 05/15/20
Wajeana White	Instructor Hospitality Leadership From: \$45,040 annually To: \$48,040 annually	Salary Adjustment	08/12/19

Academic Personnel Board Actions, cont'd.

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Rebecca Baker	Senior Instructor Physics, Astronomy & Mat Sciences	Retirement Date Updated	12/13/19
Sarah Williams	Associate Professor Art & Design	Sabbatical Date Correction	Spring 2020
Susan Crain	From: Professor Finance & General Business To: Faculty Emeritus Finance & General Business	Status Change	08/01/20

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

**COMMENTS:**

**Algerian Hart, Associate Dean, Graduate College, Professor with Tenure, Kinesiology**

Ph.D.	Washington State University, 2003
M.A.	Washington State University, 1997
B.A.	California State University, 1994

Experience: 2011 – Present, Graduate Program Coordinator Sport Management/Associate Professor/Assistant Professor, Western Illinois University, Macomb, Illinois; 2005 – 2011, Director of Diversity Research & Educational Resources/Coordinator of Assessment, Interdisciplinary Studies Program/Assistant Professor/Assistant Professor in Residence, University of Nevada Las Vegas, Las Vegas, Nevada; 2003 – 2005, Professor (Adjunct), Seattle Pacific University, Seattle, Washington; 2000 – 2005, Executive Director/Athletic Director, Game Time Foundation, Seattle, Washington; 1996 – 1999, Graduate Assistant, Washington State University, Pullman, Washington; 1996 – 1997, Graduate Assistant/Instructor, Washington State University, Pullman, Washington.

**Michael Percival, Instructor, Greenwood Laboratory School**

M.S.	Missouri State University, 1996
B.S.Ed.	Missouri State University, 1989

Experience: 2016 – Present, Instructor/Coach, Hartville School District, Hartville, Missouri; 2015 – 2016, Instructor/Coach, Sparta School District, Sparta, Missouri; 2011 – 2015, Instructor/Coach, Willard School District, Willard, Missouri; 1997 – 2011, Instructor/Coach, Hartville School District, Hartville, Missouri; 1994 – 1997, Instructor/Coach, Fair Play, Missouri; 1990 – 1994, Instructor/Coach, Stoutland School District, Stoutland, Missouri; 1988 – 1990, Graduate Assistant/Coach, Greenwood Laboratory School, Missouri State University, Springfield, Missouri.

**Gabriel Saenz, Assistant Professor, Psychology**

Ph.D.	Texas A&M University, Expected 2019
B.A.	Texas A&M University, 2014

Experience: Present, Professor, Texas A&M University, College Station, Texas; 2017 – 2018, Teaching Assistant; 2014 – 2016, Grading Assistant; 2016, Guest Lecturer.

**Kyle Thomas, Assistant Professor, Theatre & Dance**

Ph.D.	University of Illinois, 2018
M.A.	University of Illinois, 2012
B.A.	Ouachita Baptist University, 2005

Experience: 2018 – Present, Associate Adjunct, University of Indianapolis, Indianapolis, Indiana; 2012 – Present, Instructor, Parkland College, Champaign, Illinois; 2017 – 2018, Adjunct Professor, Illinois Wesleyan University, Bloomington, Illinois; 2010 – 2018, Teaching Assistant, University of Illinois at Urbana, Champaign, Illinois; 2007 – 2010, Theatre Teacher, Westminster Christian School, Miami, Florida; 2005, Adjunct Professor, Peking University, Beijing, China.



**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the fall semester: August 12, 2019 through December 13, 2019.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aldrich, Donna	Reading Foundation & Tech	\$1,830.00
Armstrong, Allison	Reading Foundations & Tech	\$1,223.00
Armstrong, Barrington	Foreign Language Institute	\$2,448.00
Baltes, Jennifer	Psychology	\$2,445.00
Baney, Jon	Communication	\$2,145.00
Bihlmeyer, James	Media, Journalism & Film	\$2,754.00
Bortosky, Rachel	Biology	\$2,595.00
Botsford, Diana	Media, Journalism & Film	\$5,508.00
Brasier, Jason	Media, Journalism & Film	\$4,896.00
Brocaille, Nicole	Psychology	\$2,445.00
Brown, Gina	Childhood Ed & Family Studies	\$2,445.00
Brown, Lucas	Childhood Ed & Family Studies	\$2,445.00
Brown, Michelle	Reading Foundations & Tech	\$2,445.00
Brunner, Judy	Reading Foundations & Tech	\$2,445.00
Bryant, Emery	Kinesiology	\$931.00
Buckle-Lamy, Susan	Childhood Ed & Family Studies	\$2,445.00
Burton, Kathleen	Reading Foundations & Tech	\$1,630.00
Bush, Rachel	Theatre & Dance	\$2,145.00
Cash, Cody	Philosophy	\$2,800.00
Choate, Lenetta	Psychology	\$2,745.00
Christiansen, Ashley	Psychology	\$2,745.00
Clutter, Cynthia	Reading Foundations & Tech	\$1,630.00
Cockrum, Leslie	Comm Sciences & Disorders	\$2,445.00
Coker, Calvin	Communication	\$2,754.00
Coker, Whitney	Communication	\$2,145.00
Daehn, James	Computer Science	\$4,240.00
Dalton, Rebecca	Psychology	\$2,445.00
Davis-Sneed, Dollie	Childhood Ed & Family Studies	\$3,260.00
Deringer, Thomas	Communication	\$2,754.00
Elliston, Hiromi	Foreign Language Institute	\$4,896.00
Frauenhoffer, Megan	Art & Design	\$6,324.00
Frietze, Joseph	Psychology	\$2,445.00
Gibson, Melissa	Childhood Ed & Family Studies	\$4,890.00
Green, Demetria	Communication	\$2,145.00
Hardy, Molly	Communication	\$2,754.00

Academic Personnel Board Actions, cont'd.

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Hayton, Magda	Religious Studies	\$2,754.00
Heckman, Tyler	Music	\$1,430.00
Heriford, Anna	Comm Sciences & Disorders	\$2,445.00
Hsieh, Shen	Art & Design	\$2,448.00
Huertas-Torres, Mariandine	Childhood Ed & Family Studies	\$1,630.00
Inman, Kristopher	Communication	\$4,290.00
Jamieson, Rachel	Theatre & Dance	\$2,448.00
Jo, Yoojin	Foreign Language Institute	\$4,896.00
Jordan, Billy	Communication	\$2,601.00
Keeth, Sarah	Reading Foundations & Tech	\$1,223.00
Kelly, Mitzi	Childhood Ed & Family Studies	\$2,445.00
Khojasteh, Morgan	Communication	\$2,145.00
Kincaid, Jennifer	Psychology	\$2,445.00
King, Lori	Childhood Ed & Family Studies	\$2,445.00
Knight, Jack	Philosophy	\$6,308.00
Knox, Kevin	Social Work	\$2,445.00
Leggitt, Stephen	Media, Journalism & Film	\$2,754.00
Lineberry, Susan	Reading Foundations & Tech	\$4,075.00
Lippelman, Vanessa	Psychology	\$2,445.00
Liu, Fan	Foreign Language Institute	\$4,896.00
Livingston, Brian	Childhood Ed & Family Studies	\$2,445.00
Lord, Patrick	Psychology	\$2,745.00
Loudis, Anthony	Media, Journalism & Film	\$2,754.00
Manley, Heather	Psychology	\$2,445.00
Mann, Natalya	Foreign Language Institute	\$5,508.00
Martin, Erin	Psychology	\$5,490.00
Martin, Richard	Computer Science	\$8,562.00
McCord, Raymond	Media, Journalism & Film	\$2,448.00
Miller, Blake	Communication	\$2,145.00
Mitchell, Jennifer	History	\$2,448.00
Mitchell, Shauna	Criminology	\$3,000.00
Moore, Dale	Media, Journalism & Film	\$5,508.00
Murray, Kathleen	Music	\$4,590.00
Owen, Carla	Childhood Ed & Family Studies	\$3,260.00
Phillips, Melanie	Communication	\$2,145.00
Preston, James	Hospitality Leadership	\$3,339.00
Rakowski, Karen	Sports Med & Athletic Train	\$3,200.00
Reedy, Austin	Communication	\$4,290.00
Reynolds, Todd	Art & Design	\$5,508.00
Rice, Judith	History	\$2,754.00
Rice, Phillip	History	\$2,754.00

Academic Personnel Board Actions, cont'd.

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Robinson, Tucker	Communication	\$4,290.00
Rowe, Nancy	Communication	\$4,290.00
Ruggiero, Giulianella	Foreign Language Institute	\$4,896.00
Russell, Maida	Mathematics	\$6,784.00
Salloum, Georget	Foreign Language Institute	\$4,896.00
Sawyer, Rebecca	Reading Foundations & Tech	\$815.00
Schmitt, Vicki	Reading Foundations & Tech	\$7,200.00
Schroeder, Amy	Reading Foundations & Tech	\$2,445.00
Schwendinger, Kate	Social Work	\$2,445.00
Seal, Stephen	Reading Foundations & Tech	\$4,890.00
Slone, Allison	Comm Sciences & Disorders	\$4,890.00
Smith, Susan	Political Science	\$3,000.00
Stacy, Clay	Social Work	\$4,890.00
Stout, Kristen	Communication	\$2,145.00
Sutherland, Kelly	Childhood Ed & Family Studies	\$2,745.00
Sutton, Kim	Childhood Ed & Family Studies	\$2,445.00
Terry, Sean	Geography Geology & Planning	\$3,180.00
Tsahiridis, Peter	History	\$2,448.00
Tyree, Ashley	Reading Foundations & Tech	\$815.00
Varava, Kira	Communication	\$5,508.00
Waters, Teresa	Childhood Ed & Family Studies	\$2,445.00
Westerwald, Greta	Foreign Language Institute	\$2,448.00
Westphal, Leonard	Communication	\$4,290.00
Williams, Douglas	Comm Sciences & Disorders	\$2,445.00
Williams, Paul	Criminology	\$3,000.00
Yu, Hae Min	Childhood Ed & Family Studies	\$3,660.00

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the Summer semester: June 3, 2019 through August 2, 2019**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Jodi	Study Away	\$552.00
Adamson, Reesha	Counseling, Lead & Spc Ed	\$9,792.00
Agnew, William	Counseling, Lead & Spc Ed	\$6,000.00
Ahmed, Haydory	Economics	\$2,560.00
Amberg, Richard	Media, Journalism & Film	\$600.00
Amidon, Ethan	Criminology	\$960.00
Anderson, Jason	Counseling, Lead & Spc Ed	\$2,745.00
Anderson, Wayne	Finance & General Business	\$493.00
Arthaud, Tamara	Counseling, Lead & Spc Ed	\$5,164.00
Artman, Amy	Religious Studies	\$2,440.00
Ashcroft, Paul	Accounting	\$7,808.00
Atkinson, Jamie	Reading Foundations & Tech	\$3,000.00
Austin, Rebekah	Management & Information Tech	\$7,814.00
Bajalan, D'jene	Study Away	\$2,428.00
Baker, Andrew	Childhood Ed & Family Studies	\$3,000.00
Baker, Rebecca	Physics Astronomy & Mat Sci	\$4,869.00
Baker, Sarah	Childhood Ed & Family Studies	\$3,000.00
Bakker, Klaas	Comm Sciences & Disorders	\$2,054.00
Baldwin, Allen	Political Science	\$40.00
Barber, Martin	History	\$800.00
Barffour, Antoniette	Modern & Classical Languages	\$960.00
Barnett, Helen	Sociology & Anthropology	\$1,840.00
Barreda, Albert	Hospitality Leadership	\$320.00
Barrier, Tonya	Management & Information Tech	\$1,720.00
Basu Roy, Subhasree	Graduate College	\$600.00
Baumlin, James	English	\$600.00
Beatty, Nick	Political Science	\$1,560.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$520.00
Bennett, Susan	Theatre & Dance	\$1,360.00
Berquist, Charlene	Study Away	\$5,016.00
Bishop, Rhonda	Reading Foundations & Tech	\$1,200.00
	Childhood Ed & Family Studies	\$880.00
Blades, Heather	Study Away	\$2,946.00
Blanton, Patti	Mathematics	\$1,920.00
Botsford, Diana	Media, Journalism & Film	\$440.00

Academic Personnel Board Actions, cont'd.

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Bourhis, John	Communication	\$1,160.00
Boyd, Carmen	Biomedical Sciences	\$4,271.00
	Study Away	\$2,306.00
Boyle, Megan	Counseling, Lead & Spc Ed	\$5,828.00
Boyle, Michael	Philosophy	\$1,680.00
Brahnam S. Berlin	Management & Information Tech	\$1,440.00
Brattin, Ricky	Management & Information Tech	\$1,680.00
Brown, Orville	Counseling, Lead & Spc Ed	\$5,968.00
Brown, Robert	Mathematics	\$1,960.00
Burge, Sara	English	\$4,737.00
Busdieker-Jesse, Nichole	College of Agriculture	\$3,600.00
Buyurgan, Nebil	Tech & Construction Mgmt	\$8,760.00
Cadle, Lanette	English	\$5,306.00
Cafagna, Marcus	English	\$5,422.00
Cantillo, Andres	Economics	\$1,040.00
Cardin, Ashlea	Occupational Therapy	\$2,024.00
Carter, Shelley	School of Nursing	\$3,617.00
Carver, Christopher	Counseling, Lead & Spc Ed	\$11,168.00
Cemore Brigden, Joanna	Childhood Ed & Family Studies	\$1,440.00
Chackal, Anthony	Philosophy	\$1,080.00
Chang, Ching-Wen	Reading Foundations & Tech	\$2,400.00
Chaston, Joel	English	\$400.00
Chenoweth, Amelia	Counseling, Lead & Spc Ed	\$6,605.00
Chesman, Jeremy	Music	\$400.00
Choate, Lenetta	Psychology	\$1,360.00
Christian, McCall	Sports Med & Athletic Train	\$6,150.00
Chuchiak, John	History	\$1,480.00
Clayton, Michael	Psychology	\$5,242.00
Combs, Julia	Music	\$2,000.00
Cornelius-White, Jeffrey	Counseling, Lead & Spc Ed	\$11,629.00
Correll, Pamela	Reading Foundations & Tech	\$1,320.00
Crafts, Daniel	Hospitality Leadership	\$2,480.00
Curry, Natalie	Social Work	\$1,568.00
Czyzniewski, Michael	English	\$760.00
Dalton, Tracy	English	\$1,560.00
Davis, Joshua	Management & Information Tech	\$1,880.00
Davis, Shelby	Comm Sciences & Disorders	\$244.00
Davis, Tammi	Childhood Ed & Family Studies	\$840.00
DeBode, Jason	Management	\$8,697.00
DePaepe, Paris	Counseling, Lead & Spc Ed	\$6,570.00
DeYoung, Samuel	Study Away	\$2,200.00

## Academic Personnel Board Actions, cont'd.

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Dibble, Laurel	Media, Journalism & Film	\$640.00
Dicke, Thomas	History	\$4,640.00
Dillon, Randy	Communication	\$680.00
Dixon, Stephanie	Psychology	\$1,040.00
Dollar, Susan	Social Work	\$6,606.00
Downing, John	Kinesiology	\$2,074.00
Dubash-Buskirk, Elizabeth	Communication	\$1,880.00
Dunn, Amy	Reading Foundations & Tech	\$1,240.00
DuPrey, Laura	Art & Design	\$1,840.00
Ehlers, Abigale	Hospitality Leadership	\$1,680.00
Ellickson, Mark	Political Science	\$2,800.00
Ernce, Keith	Kinesiology	\$2,816.00
Espinoza, Jacqueline	Psychology	\$3,565.00
Estrella, Ana	Study Away	\$1,843.00
Fallone, Melissa	Psychology	\$8,834.00
Farha, Nicholas	Reading Foundations & Tech	\$760.00
Fent, Nathan	College of Agriculture	\$720.00
Finch, Kim	Counseling, Lead & Spc Ed	\$9,601.00
Foster, Lyle	Sociology & Anthropology	\$1,920.00
Franklin, Keri	English	\$7,263.00
Franklin, Thomas	Comm Sciences & Disorders	\$3,718.00
Frauenhoffer, Megan	Art & Design	\$3,162.00
Frederick, Dana	Finance & General Business Management	\$1,840.00 \$6,882.00
Frederick-Hudson, Katherine	Management & Information Tech	\$4,000.00
Galloway, James	Biology	\$2,160.00
Garrad, Richard	Kinesiology	\$11,477.00
Gdovin, Jacob	Biomedical Sciences	\$1,671.00
Gibson, Hugh	Kinesiology	\$4,808.00
Gillam, Kenneth	Kinesiology	\$4,245.00
Goddard, Stacy	Study Away	\$830.00
Goeringer, Michael	English	\$1,200.00
Goodwin, David	Kinesiology	\$7,136.00
Gram, John	Counseling, Lead & Spc Ed	\$4,092.00
Haggard, Dana	Reading Foundations & Tech	\$520.00
Haggard, Kelly	History	\$3,120.00
Hall, David	Management	\$7,839.00
Hallgren, Deanna	Management & Information Tech	\$1,120.00
	Finance & General Business	\$2,640.00
	Political Science	\$400.00
	Childhood Ed & Family Studies	\$480.00

## Academic Personnel Board Actions, cont'd.

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Hamilton, Cheri	College of Agriculture	\$2,400.00
Hammond, Michael	Accounting	\$2,480.00
Harrison, Glenda	Sociology & Anthropology	\$1,880.00
Hass, Aida	Criminology	\$3,000.00
Hatz, Kirsten	Kinesiology	\$901.00
Hellman, Andrea	English	\$1,760.00
Hellman, Daniel	Music	\$120.00
Henson, David	Reading Foundations & Tech	\$240.00
Hermans, Charles	Marketing	\$4,000.00
Herring, Sean	English	\$4,698.00
High, Brian	Chemistry	\$2,346.00
Hines, Christopher	Accounting	\$1,640.00
Hobbs, Lora	Religious Studies	\$2,120.00
Hoelscher, Carrisa	Communication	\$920.00
Hoelscher, Seth	Finance & General Business	\$1,080.00
Holladay, Holly	Media, Journalism & Film	\$1,120.00
Holmer, Earl	English	\$3,977.00
Hope, Kathryn	School of Nursing	\$280.00
Hopper, Tina	Biology	\$2,800.00
Hubbard, Kevin	Tech & Construction Mgmt	\$1,440.00
Hudson, Michael	Sports Med & Athletic Train	\$1,949.00
Hughes, Joseph	Modern & Classical Languages	\$2,320.00
Hutter, James	College of Agriculture	\$6,879.00
Iman, Gary	Communication	\$2,240.00
Jackson, William	Study Away	\$3,150.00
Jamos, Abdullah	Comm Sciences & Disorders	\$8,872.00
Jean-Charles, Loretta	Counseling, Lead & Spc Ed	\$2,445.00
John, Judith	English	\$6,078.00
Johnson, David	Political Science	\$3,080.00
Johnson, Richard	Management & Information Tech	\$520.00
Jones, Angelina	Sociology & Anthropology	\$1,160.00
Jones, Jeffrey	Finance & General Business	\$1,080.00
Jones, Martin	Tech & Construction Mgmt	\$320.00
Kaf, Wafaa	Comm Sciences & Disorders	\$4,481.00
Kang, Sung-Wan	Social Work	\$3,000.00
Karr, Jeffrey	Modern & Classical Languages	\$3,088.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,000.00
Kaula, Radhika	Management & Information Tech	\$920.00
Kaula, Rajeev	Management & Information Tech	\$2,560.00
Keller, Carl	Accounting	\$680.00
Keltner, Michael	Kinesiology	\$2,127.00

## Academic Personnel Board Actions, cont'd.

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Killingsworth, Alyssa	College of Agriculture	\$3,600.00
Kim, Junyoung	Kinesiology	\$3,065.00
King, Elizabeth	Reading Foundations & Tech	\$760.00
Kiras, James	Defense & Strategic Studies	\$7,000.00
Kirkland-Ives, Mitzi	Study Away	\$4,344.00
Kitchin, Jonathan	English	\$3,190.00
Kitheka, Bernard	Kinesiology	\$1,739.00
Kleinsasser, Steven	Counseling, Lead & Spc Ed	\$746.00
Koroglu, Didem	Communication	\$600.00
Kyle, Jerri Lynn	Communication	\$1,360.00
La Monica, Michael	Kinesiology	\$3,550.00
Laing, Yating	Kinesiology	\$2,505.00
LaPreze, Melody	Management	\$13,556.00
Leamy, Diane	Criminology	\$2,360.00
Leasure, Stanley	Finance & General Business	\$4,520.00
Lee, Kewman	Reading Foundations & Tech	\$3,000.00
Leggitt, Stephen	Media, Journalism & Film	\$320.00
Lewis, Kayla	Reading Foundations & Tech	\$1,533.00
Liang, Yating	Kinesiology	\$1,856.00
Liggett, Allan	Sports Med & Athletic Train	\$5,701.00
Lockenvitz, Sarah	Comm Sciences & Disorders	\$1,457.00
Lombilla, Luis	Modern & Classical Languages	\$960.00
Lupfer, Christopher	Biology	\$800.00
Lyman, Sean	Study Away	\$4,611.00
Maddox, Robert	Counseling, Lead & Spc Ed	\$8,589.00
Mantie-Kozlowski, Alana	Comm Sciences & Disorders	\$10,125.00
Martinez, Blanca	English	\$4,652.00
Massey, Dallas	Biomedical Sciences	\$800.00
Masterson, Gerald	Kinesiology	\$9,209.00
Mays, Larry	Kinesiology	\$2,127.00
Mazanec, Brian	Defense & Strategic Studies	\$7,000.00
Mbanga, Cedric	Finance & General Business	\$960.00
McAnarney, Delene	Occupational Therapy	\$2,000.00
McClain, William	College of Agriculture	\$4,913.00
McClure, Patrick	English	\$760.00
McKinney, Jared	Defense & Strategic Studies	\$9,150.00
McLean, Annice	Reading Foundations & Tech	\$1,200.00
Merrigan, Michael	Study Away	\$6,560.00
Metcalf, Holly	Comm Sciences & Disorders	\$7,375.00
Metzker, Helena	Chemistry	\$2,200.00
Miller, F. Thornton	History	\$1,600.00



Academic Personnel Board Actions, cont'd.

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Million, Rita	School of Nursing	\$5,729.00
Mitchell, D. Wayne	McQueary College of Hlth & Hman Svs	\$5,086.00
	Psychology	\$5,086.00
Moore, Maia	Counseling, Lead & Spc Ed	\$4,931.00
Morris, Taleyna	Communication	\$440.00
Mowery, Sascha	Childhood Ed & Family Studies	\$1,440.00
	Study Away	\$2,452.00
Muchnick, Amy	Study Away	\$5,688.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$560.00
Nelsen, Janice	Kinesiology	\$5,233.20
Nelson, Eric	History	\$2,360.00
Nelson, Walt	Finance & General Business	\$2,320.00
Newman, Mary	Psychology	\$2,542.00
Niekamp, Melissa	School of Nursing	\$800.00
Nixon, Sarah	Reading Foundations & Tech	\$1,200.00
Novik, Melinda	Kinesiology	\$16,170.00
Novotny, Daniela	Biomedical Sciences	\$320.00
Nygren, McKenzie	College of Agriculture	\$300.00
Obafemi-Ajayi, Tayo	Cooperative Engineering	\$3,000.00
Oden, Debra	Accounting	\$1,560.00
Olsen, Reed	Economics	\$480.00
Ongaga, Kennedy	Counseling, Lead & Spc Ed	\$12,086.00
Pace, Glenn	Management	\$7,354.00
Panzer, Sarah	History	\$1,040.00
Parke, Nicole	Reading Foundations & Tech	\$920.00
Patterson, Kathryn	School of Nursing	\$1,711.00
Payne, Ashley	Psychology	\$3,227.00
Pearman, Cathy	Reading Foundations & Tech	\$2,200.00
Penkalski, Melissa	School of Nursing	\$706.00
Perryman, Amber	Reading Foundations & Tech	\$1,400.00
Pham, Courtney	Study Away	\$2,306.00
Philpot, James	Finance & General Business	\$880.00
Pierson, Carly	Marketing	\$3,640.00
Post, Rana	Childhood Ed & Family Studies	\$1,080.00
Powell, Sara	Kinesiology	\$8,055.00
Price, Debra	Childhood Ed & Family Studies	\$1,280.00
Proctor, Lisa	Comm Sciences & Disorders	\$1,600.00
Prosono, Marvin	Sociology & Anthropology	\$1,200.00
Putzu, Vadim	Study Away	\$3,978.00
Quinn, Nathaniel	Counseling, Lead & Spc Ed	\$7,654.00
Rabon, John	Economics	\$2,560.00

Academic Personnel Board Actions, cont'd.

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Rector, Paula	Criminology	\$4,453.00
Reger, Elizabeth	Accounting	\$2,520.00
Reminga, Katy	Study Away	\$2,120.00
Ridinger, Rhonda	Kinesiology	\$13,142.00
Rimal, Arbindra	College of Agriculture	\$23,791.00
Roam, Kim	Childhood Ed & Family Studies	\$1,320.00
Roberts, Tuesda	Study Away	\$3,228.00
Romano, David	Study Away	\$2,452.00
Rost, Ann	Psychology	\$8,633.00
Rothschild, Phillip	Management	\$7,255.00
Rowe, Roberta	Communication	\$840.00
Salinas, Patti	Criminology	\$360.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$2,000.00
	Study Away	\$5,110.00
Saunders, Georgianna	Biology	\$680.00
Saxon, Caryn	Criminology	\$2,747.00
Scales, Megan	Sociology & Anthropology	\$1,920.00
Schaefer, Allen	College of Business	\$17,065.00
Schmelzle, George	Accounting	\$2,440.00
Scoggins, Wesley	Management	\$15,916.00
Scott, Patrick	Political Science	\$2,520.00
Scott, Shari	Counseling, Lead & Spc Ed	\$7,591.00
Scroggins, Wesley	Management & Information Tech	\$1,360.00
Seawright, Leslie	English	\$880.00
Sexton, Patrick	Management & Information Tech	\$6,030.00
Sexton, Randall	Management & Information Tech	\$1,760.00
Shand-Hawkins, Carolyn	Mathematics	\$480.00
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$720.00
Shirley, Corinne	Modern & Classical Languages	\$853.00
Simmers, Christina	Marketing	\$2,440.00
Simmons, Daniel	Communication	\$2,680.00
Sims-Giddens, Susan	School of Nursing	\$7,058.00
Slone, Allison	Comm Sciences & Disorders	\$720.00
Spates, Stephen	Communication	\$1,440.00
Stafford, Gary	Mathematics	\$1,533.00
Stanbrough, CaSandra	Psychology	\$8,220.00
Stanton, Rhonda	English	\$1,640.00
Stockburger, David	Psychology	\$5,229.00
Sudbrock, Christine	College of Agriculture	\$640.00
Sutliff, Jennifer	English	\$680.00
Suttmoeller, Michael	Criminology	\$1,360.00

## Academic Personnel Board Actions, cont'd.

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Sweetman, Heidi	Reading Foundations & Tech	\$800.00
Templeton, Kelly	Theatre & Dance	\$1,040.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$2,879.00
Tipton, Sara	Childhood Ed & Family Studies	\$1,080.00
Troche, Julia	History	\$720.00
Tsai, Henry	Biomedical Sciences	\$3,000.00
Turner, John	English	\$8,635.00
Turner, Jon	Counseling, Lead & Spc Ed	\$8,742.00
Utley, Rose	School of Nursing	\$6,574.00
Van Landuyt, Cathryn	Management & Information Tech	\$800.00
Van Ornum, Kimberly	Mathematics	\$1,240.00
Visio, Michelle	Psychology	\$12,510.00
Wait, D. Alexander	Biology	\$680.00
Walker, Alicia	Sociology & Anthropology	\$640.00
Walker, Amy	Modern & Classical Languages	\$3,208.00
Walker, Elizabeth	College of Agriculture	\$3,749.00
Walker, Kristen	Music	\$1,880.00
Walker, Ruth	Psychology	\$4,500.00
Walters, Heather	Communication	\$2,280.00
Whipple, Tanya	Psychology	\$9,322.00
Whisenhunt, Brooke	Psychology	\$11,137.00
White, Timothy	Media, Journalism & Film	\$1,880.00
Wickersham, Paul	Counseling, Lead & Spc Ed	\$2,445.00
Wilson, Daniel	Kinesiology	\$8,850.00
Wisdom, Barry	College of Business	\$6,281.00
	Management & Information Tech	\$840.00
Witte, Hugh	Finance & General Business	\$1,520.00
Woodard, Rebecca	Kinesiology	\$9,083.00
Wooden, Shannon	English	\$5,677.00
Wulff-Risner, Linda	College of Agriculture	\$100.00
Yang, Zhiguo	College of Business	\$17,439.00
	Management & Information Tech	\$520.00
Yarchow-Brown, Ivy	Criminology	\$2,253.00
Young-Jones, Adena	Psychology	\$5,712.00
Zhuang, Yuan	English	\$2,754.00
	International Programs	\$880.00
Zimmerman, David	Psychology	\$5,276.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	School of Nursing	\$533.00
Bajalan, D'jene	History	\$4,291.00
Balasundaram, Clement	Information Tech & Cybersecurity	\$3,000.00
Balasundaram, Guatam	Information Tech & Cybersecurity	\$3,000.00
Barffour, Maxwell	Master of Public Health	\$320.00
Basu Roy, Subhasree	School of Anesthesia	\$5,642.00
Duitsman, Dalen	Master of Public Health	\$560.00
Gebken, Richard	Tech & Construction Mgmt	\$9,500.00
Geiger, Lacey	Information Tech & Cybersecurity	\$3,000.00
Hobbs, Lora	Study Away	\$2,016.00
Howard, Jason	Communication	\$3,133.00
Hulett, Michelle	Study Away	\$4,091.00
Kliethermes, Sean	Media, Journalism & Film	\$2,754.00
Leasure, Stanley	Finance & General Business	\$7,472.00
Liggett, Allan	Sports Med & Athletic Train	\$4,357.00
Meek, Russell	Finance & General Business	\$3,653.00
Meraz, Juan	Reading Foundations & Tech	\$2,745.00
Mitchell, D. Wayne	McQueary College of Hlth & Hman Svs	\$10,172.00
Rowe, Roberta	Communication	\$1,102.00
Salinas, Patti	Criminology	\$2,333.00
Smart-Winegar, Sandra	Management	\$3,000.00
Suttmoeller, Michael	Criminology	\$1,641.00
Whitaker, Charles	Media, Journalism & Film	\$2,754.00
Wilhelm, Paula	Management	\$3,000.00
Wilson, Ryan	Management	\$3,000.00
Zhang, Ying Jenny	Study Away	\$1,702.00

**ADDENDUM D**

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Adjoa	Chemistry	\$2,668.00
Asif, Shahidul	Graduate College	\$2,193.00
Bakker, Michael	Chemistry	\$2,668.00
Bonkoski, Elizabeth	Graduate College	\$2,193.00
Curry, Bailey	McQueary College of Hlth & Hman Svs	\$2,193.00
Grills, Hannah	Graduate College	\$2,193.00
Grills, Hannah	College Of Education	\$2,193.00
Holtmann, Lydia	McQueary College of Hlth & Hman Svs	\$2,193.00
Idowu, Olusegun	Graduate College	\$2,668.00
Owuocha, Luckio	Graduate College	\$2,668.00
Pinks, Kevin	Graduate College	\$2,668.00
Richner, Rebekkah	Graduate College	\$2,193.00
Roy, Joy	Physics Astronomy & Materials Sci	\$1,096.00
Truelove, Mitchell	History	\$1,334.00
Williamson, Emily	Sociology & Anthropology	\$2,193.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Muttel, Sage	Geography Geology & Planning	\$4,386.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Armstrong, Robert	Geography Geology & Planning	\$8,940.00
Beard, Austin	Mathematics	\$8,940.00
Beck, Molly	Biology	\$8,940.00
Hayden, Henry	Mathematics	\$10,880.00
Holley, Marnie	Kinesiology	\$8,940.00
Richner, Rebekkah	English	\$8,940.00
Schull, Danielle	English	\$8,940.00
Stephens, Jeremy	English	\$8,940.00

Academic Personnel Board Actions, cont'd.

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Struckhoff, Kristin	Modern & Classical Languages	\$8,940.00
Suez, Ehsan	Biology	\$10,880.00
Wolken, Jennifer	Art & Design	\$8,940.00
Yusuf, Kafayat	Biology	\$10,880.00

MISSOURI STATE UNIVERSITY

III.E.2.

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

**APPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Karen Argent	Residence Hall Director Residence Life, Housing & Dining Services	42	\$33,528 annually	06/03/19
Logan Hanna	Assistant Director of Student Conduct Student Conduct	42	\$41,000 annually	06/10/19
Tommy Darter	Maintenance General Mechanic Facilities Maintenance	25	\$32,510 annually	06/17/19
Daniela Donaldson	Systems Analyst Computer Services	35	\$53,572 annually	06/17/19
Joshua Jones	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	06/24/19
Adrianna Pitts	Admission Counselor for Diversity Outreach & Recruitment Office of Admissions	41	\$30,846 annually	06/24/19
Ziph Williamson	Custodian I Residence Life, Housing & Dining Services	21	\$23,941 annually	06/24/19
Michaela Crall	Operations Assistant, Athletics Intercollegiate Athletics	13	\$32,760 annually	07/01/19
Alexander Hirdler	Assistant Director of Athletics – Compliance Intercollegiate Athletics	43	\$50,000 annually	07/01/19

Non-academic Personnel Board Actions, cont'd.

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Jodi Lynn McCoy	Director of Exhibitions Art & Design	43	\$48,000 annually	07/01/19
Amy Phipps	Special Education Compliance Consultant Agency for Teaching, Leading & Learning	45	\$50,000 annually	07/01/19
Leslie Scriven	Custodian I Custodial Services	21	\$23,940 annually	07/01/19
Christopher Steck	Assistant Strength & Conditioning Coach Intercollegiate Athletics	UN	\$40,000 annually	07/01/19
Natalee Tipton	Athletics Equipment Attendant Kinesiology	21	\$29,120 annually	07/01/19
Paul Ziegler	Coordinator, Property Control Facilities Management	44	\$51,500 annually	07/01/19
Rachelle Anderson	Teacher Child Development Center	41	\$29,202 annually	07/08/19
Jeff Coiner	Chief Information Officer Information Services	UN	\$148,000 annually	07/08/19
Dylan Kimery	Residence Hall Director Residence Life, Housing & Dining Services	42	\$34,069 annually	07/15/19
Megan Menton	Autism Resource Specialist – DESE Project Access Project Access	42	\$48,000 annually	07/15/19
Ivy Schluterman	Residence Hall Director Residence Life, Housing & Dining Services	42	\$34,069 annually	07/15/19
Craig Workman	Study Away Advisor Study Away	42	\$39,000 annually	07/15/19



Non-academic Personnel Board Actions, cont'd.

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Tara Elmore	Administrative Specialist III Extended Campus	13	\$30,804 annually	07/16/19
Shayla Lupfer	Vivarium Technician Office of Research Administration	21	\$27,040 annually	07/16/19
Anna Clymer	Academic Advisor/Retention Specialist College of Business	42	\$34,069 annually	07/17/19
Sarah Burkhart	Licensed Practical Nurse McQueary College of Health & Human Services	41	\$36,691 annually	07/23/19
Toni Bass	Professional Developer Agency for Teaching, Leading & Learning	45	\$50,000 annually	07/29/19
Shanna Eidson	Professional Developer Agency for Teaching, Leading & Learning	45	\$50,000 annually	07/29/19
Kerri Mothersead	Coordinator, Project Success Learning Diagnostic Clinic	42	\$35,000 annually	07/29/19
Mary Frey	Administrative Assistant II Campus Recreation	12	\$28,226 annually	08/01/19
Tammy Gunter	Autism Resource Specialist-DESE Project Access Project Access	42	\$48,000 annually	10/01/19 06/30/20

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Katherine Frederick-Hudson	Microbiology Laboratory Coordinator Biology	05/17/19
Jordan Hoskin	Academic Advisor/1 <sup>st</sup> Year Experience Coordinator TRIO TRIO	05/22/19

Non-academic Personnel Board Actions, cont'd.

Page 4

Caryn Cook	Academic Administrative Assistant II Sports Medicine & Athletic Training	06/12/19
Andrea Greer	Assistant Director of Student Engagement Office of Student Engagement	06/14/19
Mariah Greer	Diversity Transition & Support Coordinator Multicultural Services	06/14/19
Heather Gilsten	Administrative Assistant II Computer Services	06/21/19
Thomas Lane	Associate Vice President Student Life/Dean of Students Dean of Students	06/21/19
Nicole Warden	Centralized User Support Specialist Computer Services	06/21/19
Jir Shin Boey	Head, Music & Media Libraries	06/28/19
Tyler Loveday	Residence Hall Director Residence Life, Housing & Dining Services	06/28/19
Charles Schoneboom	Groundskeeper Grounds Services	06/30/19
Lori Whitten	Administrative Specialist II Residence Life, Housing & Dining Services	07/03/19
Jason Thornton	Assistant Director of Facilities Campus Recreation	07/05/19
Christopher Bibbs	Campus Safety Lead University Safety	07/22/19
Holly Heibeck	Admission Counselor Office of Admissions	07/26/19
Stephen Kleinsmith	Director, School & Community Partnership College of Education	07/31/19

Erica Cox	Lab Supervisor Biology	08/09/19
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**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Terry Russell	Accounting Technician Bursar's Office	06/30/19

Grady Walker	Custodian I Residence Life, Housing & Dining Services	06/30/19
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Jannette Wynn	Custodian I Custodial Services	07/31/19
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**DECEASED:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Matthew Brown	Manager, Campus Safety University Safety	07/18/19

**LEAVE WITHOUT PAY:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Virginia Morris	Custodian I Custodial Services	06/10/19

Rachel Jones	Assistant Teacher Child Development Center	06/26/19
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**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Jeffrey Williams	Research Specialist Biology	Salary Adjustment	05/20/19
	From: GR 41, \$32,742 annually		
	To: GR 41, \$38,414 annually		

Non-academic Personnel Board Actions, cont'd.

Page 6

Lacey Geiger	From: Open Course Coordinator Missouri State Outreach GR 42, \$41,000 annually  To: Director of Distance Programs & Policy Missouri State Outreach GR 46, \$52,392 annually	Reclassification & Salary Adjustment	06/01/19
Diana Graham	From: Custodial Supervisor Residence Life, Housing & Dining Services  To: Custodial Supervisor Custodial Services	Transfer	06/03/19
Maria Lopez	From: Administrative Assistant II Residence Life, Housing & Dining Services GR 12, \$27,910 annually  To: Accounting Technician Bursar's Office GR 13, \$28,808 annually	Promotion	06/10/19
Joan Armstrong	Director Project ACCESS	Continuation of Appointment	07/01/19 06/30/20
Alex Birnbaum	Custodian I Residence Life, Housing & Dining Services  From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Teresa Burks	Custodian I Residence Life, Housing & Dining Services  From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19

Non-academic Personnel Board Actions, cont'd.

Page 7

Kelly Caldwell	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,778 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Terri Carrington	Associate Director Project ACCESS	Continuation of Appointment	07/01/19 06/30/20
Ryan Clayton	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To; GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Robert Crist	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Danny Crowe	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Moussa Dembele	From: Custodian I Plaster Stadium GR 21, \$27,385 annually To: Custodial Foreman Juanita K. Hammons Hall for Performing Arts GR 23, \$33,051 annually	Promotion	07/01/19
Edwin Garton	Instructional Technology Support Specialist Project ACCESS	Continuation of Appointment	07/01/19 06/30/20
Timmarie Hamilton	Program Coordinator-MMP School of Social Work	Continuation of Appointment	07/01/19 06/30/20

Non-academic Personnel Board Actions, cont'd.

Page 8

Joseph Hardcastle	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Kelli Helton	From: Academic Administrative Assistant I Psychology GR 11, \$24,801 annually To: Academic Administrative Assistant II Psychology GR 12, \$26,196 annually	Reclassification & Salary Adjustment	07/01/19
Joshua Hoggarth	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,252 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Lindsey Lovekamp	Autism Resource Specialist Project ACCESS	Continuation of Appointment	07/01/19 06/30/20
Ted Marre	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,554 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Charles K. McClure	From: Vice President Administrative & Information Services To: Staff Emeritus Administrative & Information Services	Status Change	07/01/19
June McHaney	From: Director Internal Audit To: Staff Emeritus Internal Audit	Status Change	07/01/19

Non-academic Personnel Board Actions, cont'd.

Page 9

John McLaughlin	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Melissa Ringer	Program Coordinator Project ACCESS	Continuation of Appointment	07/01/19 06/30/20
Michelle Rose	From: Writer-Editor Editorial & Design Services GR 42, \$40,853 annually To: Assistant Director – Editorial Services Editorial & Design Services GR 43, \$49,498 annually	Promotion	07/01/19
Terry Russell	From: Accounting Technician Bursar's Office To: Staff Emeritus Bursar's Office	Status Change	07/01/19
Melissa Stackpole	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Anthony Storie	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Joe Strong	From: Distance Learning Engineer Access & Outreach To: Distance Learning Engineer Faculty Center for Teaching, Leading & Learning	Department Change	07/01/19

Non-academic Personnel Board Actions, cont'd.

Page 10

Aundrea Tindle	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Toryana Vestal	From: Accounting Technician Financial Services GR 13, \$29,757 annually To: Accountant Financial Services GR 42, \$37,381 annually	Reclassification & Salary Adjustment	07/01/19
Rachael Webb	Custodian I Residence Life, Housing & Dining Services From: GR 21, \$22,049 annually To: GR 21, \$24,396 annually	Salary Adjustment	07/01/19
Jeffrey Williams	Research Specialist Biology	Continuation of Appointment	07/01/19 06/30/20
Jordan Fife	From: Head Athletics Coach Intercollegiate Athletics \$42,549 annually To: Director, Track & Field & Cross Country Intercollegiate Athletics \$62,000 annually	Promotion	07/03/19
Cheryl Price	From: Administrative Assistant II Office of Human Resources GR 12, \$27,058 annually To: Academic Administrative Assistant III Art & Design GR 13, \$31,824 annually	Promotion	07/08/19



Non-academic Personnel Board Actions, cont'd.

Page 11

Lori Vaughan	From: Academic Administrative Assistant I School of Nursing GR 11, \$24,927 annually To: Administrative Assistant II Planning, Design & Construction GR 12, \$28,226 annually	Promotion	07/08/19
Jamie Henline	From: Membership Coordinator - Radio & TV Broadcast Services GR 41, \$39,152 annually To: Director, Community Support Broadcast Services GR 44, \$60,000 annually	Promotion	07/15/19
Emily McGee	From: Associate Director Facilities Management GR 46, \$72,140 annually To: Associate Director Planning, Design & Construction GR 46, \$72,140 annually	Status Change	07/15/19
Thomas Bee	Custodian I Plaster Student Union – Custodial From: GR 21, \$22,675 annually To: GR 21, \$24,003 annually	Salary Adjustment	07/16/19
Barbara Bones	From: Administrative Assistant I Residence Life, Housing & Dining Services GR 11, \$26,299 annually To: Administrative Specialist II Residence Life, Housing & Dining Services GR 12, \$29,120 annually	Promotion	07/16/19
Brandy Dotson	Custodian I Plaster Student Union – Custodial From: GR 21, \$24,042 annually To: GR 21, \$25,376 annually	Salary Adjustment	07/16/19

Non-academic Personnel Board Actions, cont'd.

Page 12

Seth Dotson	Custodian I Plaster Student Union – Custodial From: GR 21, \$24,586 annually To: GR 21, \$25,917 annually	Salary Adjustment	07/16/19
Brenda Meadows	Custodian I Plaster Student Union – Custodial From: GR 21, \$24,537 annually To: GR 21, \$25,875 annually	Salary Adjustment	07/16/19
Robert Price	Custodian I Plaster Student Union – Custodial From: GR 21, \$22,614 annually To: GR 21, \$23,941 annually	Salary Adjustment	07/16/19
Nechell Bonds	From: Director, Admissions Office of Admissions GR 48, \$91,449 annually To: Assistant Vice President & Director of Admissions Office of Admissions GR 48, \$99,744 annually	Promotion	08/01/19
Paul Essel	From: Senior Accountant-Analyst Financial Services GR 44, \$52,051 annually To: Manager, Grants Accounting Financial Services GR 45, \$61,334 annually	Reclassification & Salary Adjustment	08/01/19
Rebecca Harbaugh	From: Associate Registrar, Operations Office of the Registrar GR 44, \$57,074 annually To: Interim Registrar Office of the Registrar GR 44, \$57,074 annually (\$1,000 monthly supplemental)	Status Change	08/01/19

Non-academic Personnel Board Actions, cont'd.

Page 13

Katie Hash	From: Admission Counselor Office of Admissions GR 41, \$32,337 annually To: Academic Advisor, College of Education Education Advisement GR 42, \$35,000 annually	Promotion	08/01/19
Charles Miller	English Language Institute Instruction Specialist English Language Institute From: GR 42, \$26,147 annually (75% FTE) To: GR 42, \$34,863 annually (100% FTE)	Status Change & Salary Adjustment	08/01/19
Catherine Pettijohn	English Language Institute Instruction Specialist English Language Institute From: GR 42, \$26,147 annually (75% FTE) To: GR 42, \$34,863 annually (100% FTE)	Status Change & Salary Adjustment	08/01/19
Carly Totsch	From: Executive Assistant I McQueary College of Health & Human Services GR 12, \$31,480 annually To: Academic Advisor/Retention Specialist McQueary College of Health & Human Services GR 42, \$35,000 annually	Promotion	08/01/19

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

IV.

**PRESIDENT'S REPORT**

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

- A. Overview of Meeting
- B. Introduction of New Members of Leadership Team



## **ACTION PLAN FOR 2019-20**

Enrollment on the Springfield campus has grown by 3,588—over 17 percent—since 2011. Meanwhile, enrollment has declined 9.2 percent in the U.S. and by 11.3 percent in Missouri. No other public college or university in Missouri has experienced enrollment success like Missouri State. In fact, MSU is the only college or university in Missouri that has grown each of the last five years.

In 2019-20 we will see the impact of national and statewide enrollment trends as we anticipate a three percent enrollment reduction. This will result in reduced revenue of \$4 to \$5 million. More importantly, it will impair Missouri State’s progress toward its mission and vision (<https://www.missouristate.edu/about/mission-statement.htm>).

We anticipated this enrollment reduction. Projections indicate a second enrollment reduction for 2020-21. We have worked for the past several years to reduce the impact of these projected reductions. It is imperative that we now shift our focus to stabilize enrollment in the years ahead and return the university to a growth trend.

### **I. FOCUS AREA – ENROLLMENT**

- A.** Develop a strategic enrollment management plan that coordinates campus-wide (academic and nonacademic) efforts and creates long-term recruitment and retention goals and strategies designed to grow enrollment in all categories of students
- B.** Implement strategies this year designed to enhance prospective student recruitment, including:
  - Develop new credit and noncredit programs and expand existing programs with high student and workforce demand
  - Expand non-traditional course and program offerings (e.g. online, blended, second block, summer, ZOOM, etc.)
  - Develop a scholarship or waiver program to provide dual credit for free to high school students on free or reduced lunch, promote dual credit classes to high school students, and implement strategies to recruit dual credit students as prospective degree-seeking students
  - Promote undergraduate certificates to current and prospective students
  - Restructure scholarship programs and enhance scholarships available to first-time new in college and transfer students
  - Recruit and enroll nontraditional students eligible to receive financial aid under the state’s new Fast Track Workforce Incentive Grant

- Utilize marketing study results to revise marketing and recruitment messaging strategies, including the promotion of career outcomes and experiential learning opportunities in recruitment efforts
  - Coordinate marketing activities to promote the university, recruit students, and encourage enrollment in specific credit and noncredit programs
  - Improve technology designed to enhance recruitment (e.g., improve social media usage, redesign website, fully engage digital marketing, develop new admissions search strategy, streamline application processes, introduce campus virtual tour, customer relationship management system, etc.)
  - Strengthen transfer student recruitment and advising
  - Enhance partnerships with external groups that promote Missouri State to prospective students (e.g. college access programs, Boys and Girls Clubs, etc.) and pursue new articulation agreements with community colleges
  - Continue to implement the International Programs Recruitment Plan to sustain international student enrollment while diversifying countries and cultures represented on campus
  - Develop new undergraduate and graduate degree program agreements with international partner universities
- C. Implement strategies this year designed to enhance current student retention and graduation rates, including:
- Improve technology designed to enhance retention (e.g., texting platform for advisors, etc.)
  - Develop risk profiles through data modeling to inform interventions
  - Eliminate barriers and modify processes that impair student progress
  - Enhance advisement and support services for at risk students and students struggling academically during their first semester (e.g. academic coaching, Bears Lead and Jump Start partnership, and proactive advising)
  - Maintain a 90 percent successful career outcomes rate for recent graduates and promote successful graduate outcomes to current students
  - Expand opportunities for students to engage in high impact and experiential learning experiences
  - Develop creative incentives and marketing to encourage students to renew their housing contracts
  - Encourage pathways to graduation for current and former students with significant amounts of college credit

## **II. ACADEMIC PROFILE**

- A. Maintain the number of degrees and certificates awarded at the goal established by the Board of Governors (5,200)
- B. Develop and promote interdisciplinary and cross-disciplinary educational and research opportunities, including opportunities to integrate certificate and other

academic programs with the university's economic development assets and activities in IDEA Commons

- C. Maintain and support assessment of student learning and accreditation at the program and university levels to ensure continuous improvement through assessment grants for faculty and university assessment workshops

### **III. STUDENT SUCCESS AND EXPERIENCE**

- A. Provide leadership, community engagement and cultural development opportunities for students
- B. Continue to implement alternatives to traditional print textbooks and course materials to reduce student expenses
- C. Provide opportunities for students, alumni, and the broader community to engage in intercollegiate athletics, performing arts, fine arts and other activities on campus
- D. Strengthen career planning and development for students and evaluate opportunities to help students promote their skills to prospective employers through microcredentialing and utilization of web-based social media and job-seeking platforms (e.g., LinkedIn, Handshake, etc.)

### **IV. DIVERSITY AND INCLUSION**

- A. Evaluate the results of the climate study and revise the university's strategic diversity plan based on data collected from the climate survey, National Survey of Student Engagement, and Beginning College Survey of Student Engagement
- B. Implement strategies designed to increase and retain underrepresented faculty, staff and students and enhance campus and community culture and climate
- C. Expand diversity and inclusion training and cultural competency development for employees, students, and the community
- D. Continue community collaborations to promote inclusion of diversity and cultural competency

### **V. GLOBALIZATION**

- A. Sustain the number of students participating in study away programs
- B. Promote new opportunities for faculty to collaborate with international faculty on research, teaching and service programs

- C. Continue initiatives to promote interaction among international and domestic students, faculty and staff, and to promote global learning for all students

## **VI. INFRASTRUCTURE**

- A. Complete the JVIC expansion financing plan and begin construction
- B. Complete construction of Ozarks Education Center at Bull Shoals, Plaster Center (Phase 2), Woods House (Phase 2), the McQueary Family Health Sciences Hall addition, and the Greenwood Laboratory School addition
- C. Take possession of the new residence hall pursuant to a public-private partnership agreement
- D. Take necessary measures to ensure the campus—including people, facilities, networks and data—remains safe, secure and accessible
- E. Enhance technology infrastructure, hardware, and software systems to meet the needs of the university community
- F. Incorporate sustainability into campus operations and foster principles of environmental stewardship

## **VII. FUNDING**

- A. Launch a comprehensive campaign to raise private funds
- B. Implement strategies to reduce bond payments
- C. Advocate for additional state funding for university operations and capital projects
- D. Manage tuition and fee increases to maintain affordability while providing for the university's operating costs
- E. Improve compensation for faculty and staff
- F. Continue to increase and maintain efficiencies and reallocate resources in university operations
- G. Implement strategies to improve operations of the campus bookstore
- H. Secure a named sponsorship for the Arena
- I. Maintain external funding at \$40 million or more annually through private support, grants, and sponsored contracts



## **VIII. ATHLETICS**

- A.** Compete for conference championships in men's basketball, women's basketball, baseball and volleyball
- B.** Increase the total number of wins in football
- C.** Contend for the MVC All-Sports Trophy
- D.** Manage a balanced budget
- E.** Increase revenue through season ticket sales, annual fund memberships, licensing and concessions
- F.** Maintain a 3.0 overall grade-point average and a 930 APR score (with an aspirational goal of a 970 APR) in all sports
- G.** Comply with all NCAA rules with no significant violations

## **IX. WEST PLAINS**

- A.** Stabilize enrollment and increase retention, graduation, transfer, and course completion rates
- B.** Expand technical and allied health programs
- C.** Continue to coordinate operations between the West Plains and Springfield campuses
- D.** Enroll nontraditional students eligible to receive financial aid under the state's new Fast Track Workforce Incentive Grant



**EXTERNALLY FUNDED RESEARCH & PROJECTS REPORT**  
**PREPARED BY THE OFFICE OF RESEARCH ADMINISTRATION**  
**FISCAL YEAR (FY) 2019**

Externally sponsored grants and contracts enhance the capacity for the University to achieve its mission through education, research, and service projects. External funding enables faculty and staff to address the needs of communities, schools, and businesses throughout southwest Missouri and beyond.

In 2018-2019, Missouri State University was awarded a record **\$32,802,989** to support projects in research, education and service. A total of 336 proposals were submitted.

**2019**

<b>SUMMARY OF SPONSORED RESEARCH &amp; PROGRAMS ACTIVITY</b>		
<b>Key Indicators</b>	<b>FY2019 Activity</b>	<b>% Change from FY2018</b>
Proposals Submitted	336	28%
Funds Requested	\$48,007,205	-7%
Named Investigators	106	6%
Grants & Contracts Awarded	292	35%
Funds Awarded	\$32,802,989	26%

**FY 2019 PROJECT HIGHLIGHTS**

Faculty and staff from across many areas of the University complete incredible and unique projects due in part to the external funding they receive. The following is a sampling of grants and contracts awarded in fiscal year 2019:

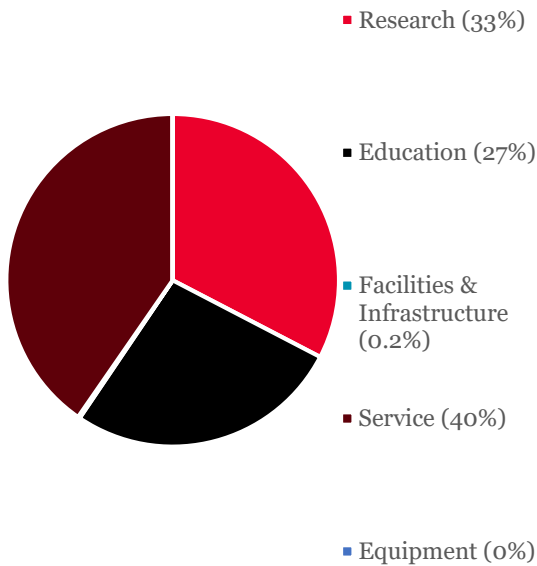
- **Dennis Lancaster**, Dean of Academic Affairs, West Plains, received **\$235,050** from the **Missouri Division of Workforce Development** through the **South Central Workforce Investment Board** for the Greater Ozarks Fostering Adult Retraining and Recertification Program. This grant specifically focuses on building a manufacturing apprenticeship program.
- **David Claborn**, Associate Professor, CHHS-Master of Public Health, received a contract for **\$126,110** from the **Missouri Department of Health and Senior Services** to sustain and enhance public health surveillance and investigations of tick and mosquito borne diseases by supporting entomological surveillance in selected counties and municipalities of Missouri where these data are absent or have not been recently validated.
- **Michael Goerndt**, Assistant Professor, Environmental Plant Science and Natural Resources Department, received **\$149,204** from the **United States Department of Agriculture, National Institute of Food and Agriculture**, for the study and method, challenges, production, sustainability and economics of establishing and managing silvopasture systems in the Missouri Ozark Region. Silvopasture is the practice of integrating trees, forage, and the grazing of domesticated animals in a mutually beneficial way.

- **Rachel Anderson**, Director of the eFactory and **Chrystal Irons**, Director of the Small Business Development Center, received **\$350,000** from the **Missouri Technology Corporation** to continue to support the advancement of entrepreneurial capacity and implement a Pre Accelerator workshop/training. This grant will also refine mentorship and business counseling; refine the corporate innovation program; provide pitch and presentation counseling/events; and provide investment, proforma, business plan and projection counseling.
- **Alicia Mathis**, Department Head, Biology, received **\$124,119** from the **National Parks Service (NPS)** for an ongoing cooperative agreement between MSU and the National Park Service that locates NPS staff within the Biology Department on campus, providing opportunities for interaction between NPS staff and MSU students through participation in the classroom, field, and research projects. It also provides education opportunities for MSU students through participation in NPS led ecological monitoring activities and allows both MSU faculty and NPS staff to draw upon one another's expertise through information interaction, collaborative projects, and co-mentoring of undergraduate and graduate students.
- **Neal Lopinot**, Director of Center for Archeological Research, and Jack Ray, Assistant Director of the Center for Archeological Research, received **\$157,625** from the **U.S. Army Corp of Engineers Kansas City District** to survey portions of Fort Leonard Wood military installation for archeological sites of significance and to catalog any artifacts recovered.
- **Tamara Arthaud**, Professor, Counseling Leadership and Special Education, received **\$100,000** from the **U.S. Department of Education** through the **Missouri Department of Elementary and Secondary Education**, to fund tuition and fees for graduate students enrolled in the Blindness/Low Vision Program. This tuition reimbursement grant pays a portion of tuition, student fees, and licensure exams for Missouri residents who are students selected for these programs.
- **Rishi Patel**, Senior Research Scientist for the Center for Applied Science and Engineering, received **\$5,000,000** from the **Department of the Army, US Army Engineer Research and Development Center (ERDC)** for a cooperative agreement between JVIC-Missouri State University, Brewer Science and ERDC. The objective of this cooperative agreement is to continue and expand upon efforts of the previous Phases (I-III). This phase will focus on the application of the life cycle inventory (LCI)/life cycle assessment (LCA), risk assessment and mitigation methodology to further develop the manufacturing processes of engineered nanomaterial-based products; expand into pilot production of carbon-based ink formulations for screen and ink-jet printing; refine pilot production and full characterization of printed temperature, humidity, and flex sensors; develop "on-demand" printed sensor technology; expand into advanced materials and technology research for gas sensing; and generate knowledge and technical data for LCI/LCA assessment through printed sensor system integration and field application demonstration.

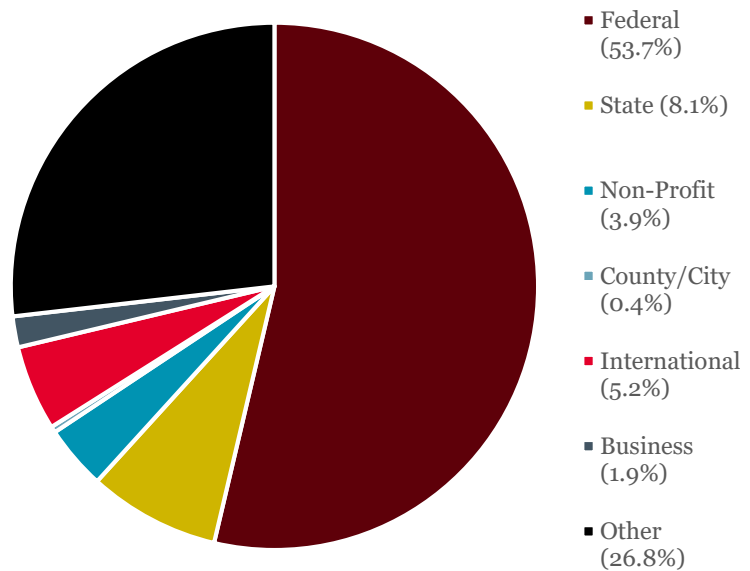
#### FY 2019 EXTERNAL FUNDING SUMMARY & TRENDS

In FY2019, federal agencies remain the leading source of grants and contracts. State and other types of sponsors provide the next largest sources of funding. Our project types are diverse with the majority being service projects, followed by research and then education.

## AWARDS BY PROJECT TYPE

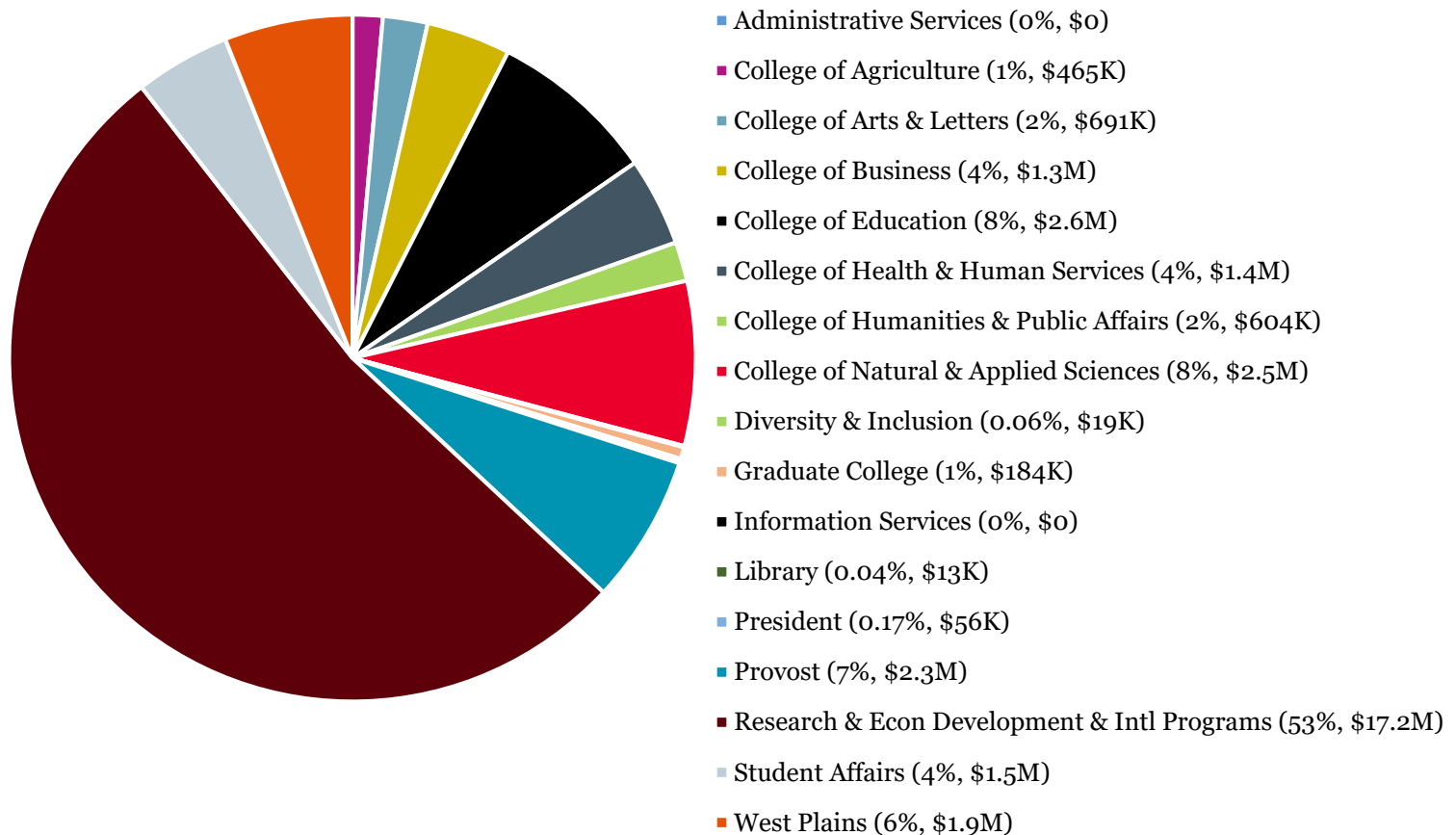


## AWARDS BY SPONSOR TYPE



Eight of Missouri State's major units exceeded \$1 million in annual award funding, and University centers continue to be instrumental in acquiring external funding, with approximately \$17.9 million (55%) of the total funds awarded in FY 2019.

## AWARDS BY UNIT



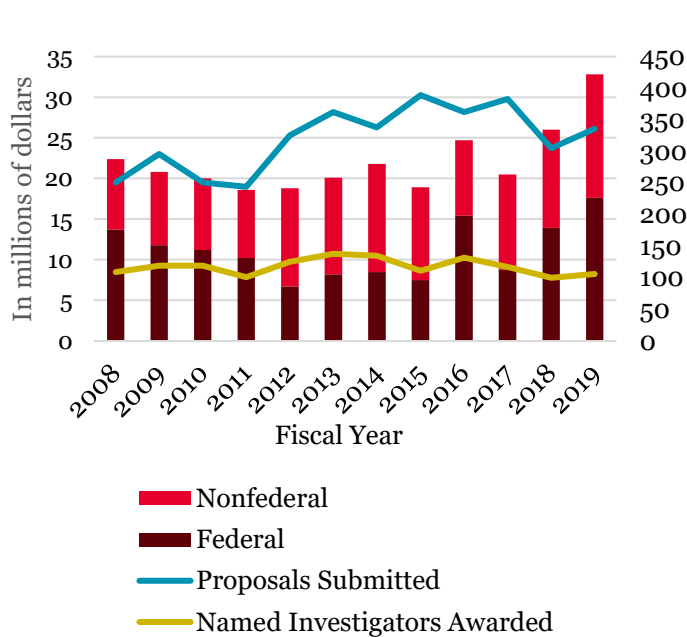
Missouri State University met its 2018-2019 Action Plan’s Research Administration goals:

- Maintain external funding through private support, grants and sponsored contracts of \$40 million or more annually (\$32.8 million from Research Administration and \$20.1 million through the Foundation)
- Maintain the number of grant and contract proposals submitted for external funding through the Office of Research Administration

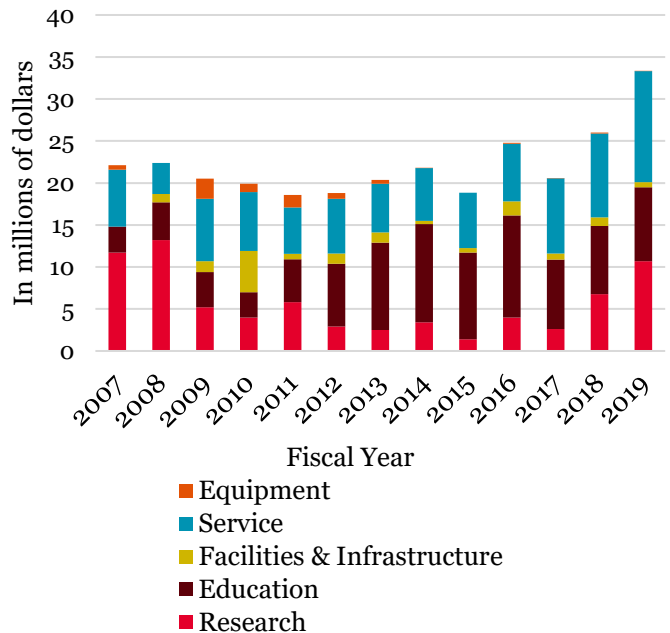
Over the last 8 years, faculty and staff have consistently submitted more than 300 proposals annually.

HISTORY OF SPONSORED RESEARCH & PROGRAMS ACTIVITY					
Fiscal Year	Proposals Submitted	Named Investigators Awarded	Total Awards	Total Requested (millions)	Total Awarded (millions)
2008	251	109	141	\$32.10	\$22.40
2009	296	119	196	\$48.30	\$20.90
2010	251	119	184	\$71.80	\$20.10
2011	244	101	153	\$65.70	\$18.70
2012	325	125	245	\$38.00	\$18.90
2013	362	138	289	\$32.40	\$20.10
2014	338	135	289	\$33.50	\$21.90
2015	389	111	297	\$52.70	\$19.00
2016	362	132	288	\$54.50	\$24.70
2017	383	117	285	\$54.20	\$20.50
2018	305	100	258	\$56.95	\$26.05
2019	336	106	292	\$48.01	\$32.80

### EXTERNAL FUNDING TRENDS



### PROJECT TYPE HISTORY



## Missouri State University FY2019 Grant/Contract Activity by Unit

The numbers of faculty and staff applying and awarded grants and contracts by each unit is presented below. The College of Natural and Applied Sciences had the largest number (38) of faculty apply for external funding. The Research and Economic Development unit had the largest number (35) of awards, based on credit sharing values. The Center for Applied Science and Engineering obtained the highest value of funding (\$8.1M) of any center, department, or unit.

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

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Agriculture	2	6	0	7	20	16	\$ 274,849	16	13	\$ 297,230
Center for Grapevine Biotechnology	0	1	0	1	5	2	\$ 85,595	4	2	\$ 85,595
Mid-America Viticulture & Enology Center	2	1	2	1	7	8	\$ 104,240	6	7	\$ 104,240
College of Arts & Letters	1	4	1	3	8	6	\$ 622,564	7	6	\$ 622,564
Center for Dispute Resolution	0	1	0	1	4	4	\$ 32,374	4	4	\$ 32,374
Center for Writing in College, Career, & Community	0	1	0	1	5	4	\$ 36,095	5	4	\$ 36,095
College of Business	0	2	0	1	4	3	\$ 1,300,922	4	3	\$ 1,300,922
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	2	8	2	4	21	16	\$ 1,022,175	18	16	\$ 1,022,175
Agency for Teaching, Leading and Learning	3	1	2	1	11	9	\$ 1,563,383	8	7	\$ 1,563,383
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	3	17	3	14	36	33	\$ 1,366,541	33	31	\$ 1,404,488
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Archaeological Research	2	1	2	1	22	21	\$ 604,050	14	13	\$ 604,050
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	2	38	0	16	87	29	\$ 1,090,918	57	24	\$ 993,259
Bull Shoals Field Station	0	1	0	1	4	4	\$ 19,037	4	4	\$ 19,037
Center for Resource Planning & Management	4	0	4	0	28	27	\$ 744,532	17	17	\$ 808,967
Ozark Environmental Water Research Institute	1	1	1	1	23	24	\$ 687,400	13	13	\$ 698,243
Diversity & Inclusion	0	2	0	2	2	2	\$ 19,167	2	2	\$ 19,167
Graduate College	0	1	0	1	2	2	\$ 184,414	2	2	\$ 184,414
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	2	1	2	0	3	2	\$ 12,500	3	2	\$ 12,500
President	1	0	1	0	1	1	\$ 55,654	1	1	\$ 55,654
Provost	2	2	1	2	15	11	\$ 967,669	14	11	\$ 967,669
Ozarks Public Health Institute	0	1	0	1	4	6	\$ 974,821	4	5	\$ 936,874
Southwest Missouri Area Health Education Center	1	0	1	0	10	10	\$ 352,116	10	10	\$ 352,116
Research & Economic Development	7	0	6	0	37	35	\$ 4,503,237	35	32	\$ 4,503,237
Center for Applied Science & Engineering	2	0	2	0	6	7	\$ 8,121,132	6	7	\$ 8,121,132
Center for Biomedical & Life Sciences	0	1	0	1	9	10	\$ 831,015	9	10	\$ 831,015
International Leadership & Training Center	1	0	1	0	4	4	\$ 2,558,660	4	4	\$ 2,558,660
Jordan Valley Innovation Center	1	0	1	0	13	13	\$ 913,055	13	13	\$ 913,055
Small Business Development & Technology Center	1	0	1	0	7	7	\$ 300,409	7	7	\$ 300,409
Student Affairs	2	0	2	0	2	6	\$ 1,471,507	2	6	\$ 1,471,507
West Plains	5	4	8	5	15	18	\$ 1,982,959	13	16	\$ 1,982,959
<b>TOTAL</b>	<b>47</b>	<b>96</b>	<b>43</b>	<b>65</b>	<b>416</b>	<b>340</b>	<b>\$ 32,802,989</b>	<b>336</b>	<b>292</b>	<b>\$ 32,802,989</b>

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

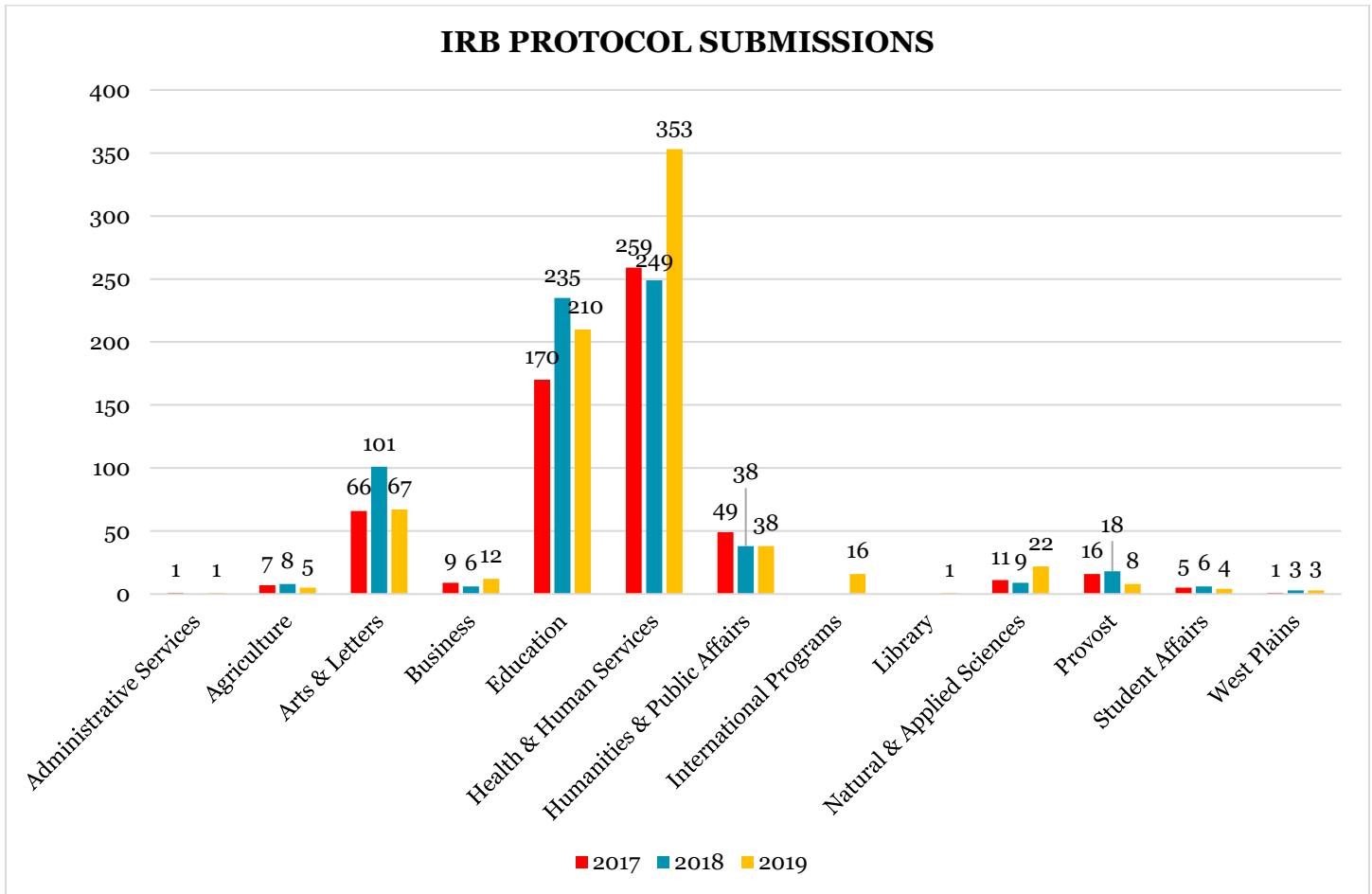
\*\* Actual - proposals/awards will only be shown in the originating unit.

## FY2019 OFFICE OF RESEARCH ADMINISTRATION (ORA) HIGHLIGHTS

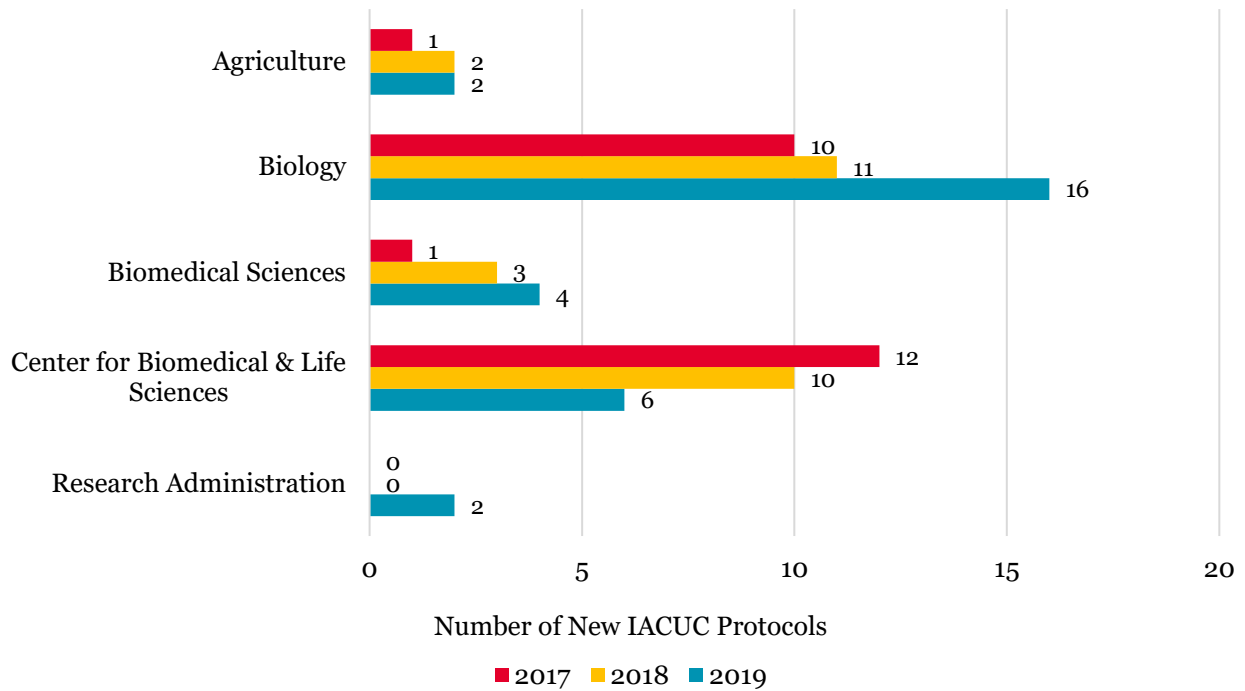
The ORA continues to support faculty and staff in their pursuit of external funding, in addition to considering ways to improve their support of faculty and staff. The ORA offers monetary support for travel to send more faculty and staff to conferences focused on grant writing, legislative visits, and meetings with federal and private agencies and program officers. The ORA also offers competitive funding for a summer graduate assistant to help gather information or data needed for a proposal submission. It is the intent of the ORA that these funds are a small investment for more proposals being submitted and hopefully funded in the future.

The ORA is also responsible for research compliance in the areas of human subjects research, animal subjects research, radiation safety, biosafety, export control, responsible conduct of research, conflict of interest, and research misconduct.

The research compliance committees, Institutional Review Board (IRB) and Institutional Animal Care and Use Committee (IACUC), are responsible for reviewing and approving human subjects and animal subjects research, respectively. In FY2019, the IRB reviewed 740 applications and the IACUC reviewed 30 new applications. The following charts provide information on submissions that occurred in FY2019, in addition to the totals from FY2017 and FY2018, for comparison.



## IACUC PROTOCOL SUBMISSIONS



**MORE INFORMATION**

**VISIT OUR WEBSITES:**

[missouristate.edu/research](http://missouristate.edu/research)

[ora.missouristate.edu](http://ora.missouristate.edu)

**CONTACT:**

Office of Research Administration  
[researchadministration@missouristate.edu](mailto:researchadministration@missouristate.edu)  
 417.836.5972



X.B.

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for June		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 18	5,160	\$185,301	141	\$610,939	5,301	\$796,240	62,161	\$7,059,547	FY 18
	<b>FY 19</b>	5,433	\$189,592	108	\$603,091	5,541	\$792,683	67,096	\$6,826,663	<b>FY 19</b>
<b>Special Campaigns</b>	FY 18	35	\$6,788	18	\$228,022	53	\$234,810	1,912	\$5,556,098	FY 18
	<b>FY 19</b>	25	\$4,870	12	\$332,950	37	\$337,820	1,824	\$7,460,000	<b>FY 19</b>
<b>One Time Gifts</b>	FY 18	0	\$0	6	\$105,777	6	\$105,777	142	\$8,917,254	FY 18
	<b>FY 19</b>	0	\$0	8	\$33,775	8	\$33,775	153	\$5,796,397	<b>FY 19</b>
<b>TOTALS</b>	FY 18	5,195	\$192,089	165	\$944,738	5,360	\$1,136,827	64,215	\$21,532,899	FY 18
	<b>FY 19</b>	5,458	\$194,462	128	\$969,816	5,586	\$1,164,278	69,073	\$20,083,060	<b>FY 19</b>

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2018 TO 06/30/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 06/30/2019	TOTAL 07/01/2017 TO 06/30/2018
ALUMNI	68,747	2,289,417	543,124	428,175	491,835	\$ 3,821,298	\$4,577,915
FRIENDS	13,617	4,241,719	319,088	110,104	401,853	\$ 5,086,381	3,064,661
PARENTS	3,137	153,785	9,895	819	39,400	\$ 207,036	287,701
FOUNDATIONS	11,863	1,024,307	60,056	0	16,000	\$ 1,112,226	1,309,922
ORGANIZATIONS	7,652	989,999	943,380	7,010	1,600	\$ 1,949,641	5,724,575
BUSINESSES	20,805	3,072,094	146,121	3,730,491	936,967	\$ 7,906,478	6,568,125
<b>GIFT TOTAL</b>	<b>125,821</b>	<b>11,771,321</b>	<b>2,021,664</b>	<b>4,276,599</b>	<b>1,887,655</b>	<b>\$ 20,083,060</b>	<b>\$21,532,899</b>

\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2018, income recieved from athletics seat assessments and suites are no longer tax deductible.

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2018 TO 06/30/2019	TOTAL 07/01/2017 TO 06/30/2018
DEFERRED GIFTS	0	1,044,022	1,807,000	1,306,500	\$ 4,157,522	\$ 8,502,000
<i>GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED:</i>			43,857,000			

	NUMBER OF DONORS 7/1/2018 TO 06/30/2019	NUMBER OF DONORS 7/1/2017 TO 06/30/2018
ALUMNI	6,131	6,085
FRIENDS	11,468	11,954
PARENTS	1,439	1,480
FOUNDATIONS	61	54
ORGANIZATIONS	243	219
BUSINESSES	1,027	1,106
<b>TOTAL</b>	<b>20,369</b>	<b>20,898</b>

X.D.

**RECOMMENDED ACTION – Approval of Proposed G11.02 Facility Rental Policy**

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

**WHEREAS**, the University has a longstanding practice of making its facilities available for rent by outside parties; and

**WHEREAS**, the Administration recommends the establishment of approval of G11.02 Facility Rental Policy, in order to memorialize this practice and to clarify that the timing and location of such rentals must be such that the rental does not interfere with or unduly disrupt University activities; and

**WHEREAS**, the proposed G11.02 Facility Rental Policy further confirms the University’s commitment to making its facilities available for rental irrespective of the identity or viewpoint of the proposed renter.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposed G11.02 Facility Rental Policy, a copy of which is attached hereto, is hereby approved.

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

**COMMENTS:**

The proposed policy confirms and memorializes the University’s practice of renting its facilities to outside parties, provided that such rental does not interfere with or unduly disrupt University activities.

Interference with or undue disruption of University activities may include:

- Significant increase in visitors to campus;
- Significant increase in vehicles seeking to park on or near campus;
- Significant increase in vehicle traffic on or around campus; or
- Significant increase in noise on campus that can be heard inside University buildings.

In assessing the likelihood of interference or undue disruption, the University considers various factors, including:

- Anticipated attendance at the event for which the rental is proposed;

- Anticipated pedestrian and vehicle implications (i.e., foot traffic and parking demands);
- Whether the event is ticketed and, if so, whether the tickets are general admission or for assigned seating;
- The date and time of the proposed rental; and
- Whether university events are scheduled on or immediately before or after the date of the proposed rental.

## **G11.02 Facility Rental Policy**

All facilities owned and/or operated by the university are designed and intended to support the university's academic mission. Although these facilities are integral to the university's educational programs, the university makes certain its facilities are available for rent by outside parties, provided that such rental does not interfere with or unduly disrupt university activities (including, without limitation, academic classes).

Interference with or undue disruption of university activities includes, but is not limited, to a significant increase in visitors to campus; a significant increase in vehicles seeking to park on or near campus; a significant increase in vehicle traffic on the roadways that traverse or run adjacent to campus; or a significant increase in noise on campus, such that the noise can be heard inside university buildings other than the facility being rented.

In assessing whether a proposed facility rental is likely to interfere with or unduly disrupt university activities, the university considers, among other factors:

- Anticipated attendance at the event for which the rental is proposed;
- Anticipated pedestrian and vehicle implications (i.e., foot traffic and parking demands);
- Whether the event is ticketed and, if so, whether the tickets are general admission or for assigned seating;
- The date and time of the proposed rental; and
- Whether university events are scheduled on or immediately before or after the date of the proposed rental.

If, in its sole discretion, the university determines that a proposed facility rental is likely to interfere with or unduly disrupt university activities, the university may offer an alternate date for the facility rental, when interference or disruption will be adequately reduced. If, in its sole discretion, the university determines that the interference or disruption cannot be adequately reduced by selecting an alternate date, the university reserves the right to deny the facility rental entirely. The university will not, however, make facility rental decisions based on the identity or viewpoint of the proposed renter.

Any outside party seeking to rent a university facility must execute a university Space Rental Agreement, or other document acceptable to the university, for the particular location requested, and fully comply with all university policies, including, without limitation, [Op1.01-1 University Rules for Speakers and Facilities Usage](#).

XI.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: \_\_\_ AYE

\_\_\_ NAY