

**Board of Governors' Meeting**

313 Plaster Student Union

Friday, 10/17/2014

1:00 - 4:00 PM CT

**I. Roll Call**

**II. Approval of Minutes**

**A. Board of Governors' Meeting**

**1. Approval of Minutes of Open and Closed Meetings of July 31, 2014**

*II.A.1.minutes.july312014open - Page 4*

**III. Consent Agenda**

**A. West Plains Campus**

**1. Approval of Activity Report**

*III.A.1. Approval of Activity Report WPC - Page 13*

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

*III.A.2. Academic Employees WPC - Page 16*

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

*III.A.3. Non-academic Employees WPC - Page 25*

**4. Approval of New Academic Program: Associate of Applied Science in Wine Business and Entrepreneurship**

*III.A.4. Associate of Applied Science in Wine Business and Entrepreneurship - Page 26*

**B. Purchases/Contracts**

**1. Approval of Procurement Activity Report**

*III.B.1. Procurement Report 10.17.14 - Page 29*

**C. Facilities & Equipment**

**1. Approval of Activity Report for the Month of July 2014**

*III.C.1. Activity Report July 2014 - Page 36*

**2. Approval of Activity Report for the Month of August 2014**

*III.C.2. Activity Report August 2014 - Page 45*

**D. Human Resources**

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

*III.D.1.AcadboardOct14 - Page 52*

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

*III.D.2.NonacadOct14 - Page 82*

**IV. President's Report**

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

*IV.A. President 10.17.14 - Page 93*

**1. Welcome to Homecoming and Homecoming Awards**

**2. Point of Pride (The Center for Dispute Resolution, Dr. Char Berquist)**

**3. Enrollment Update**

**4. Higher Education Excellence in Diversity Award**

**5. Missouri State Vision: Our Passion for Excellence**

**6. Preview of Discussion Regarding The Value and Breadth of Faculty Research**

## **7. Adoption of a revised 2015 Meeting Schedule of Missouri State University Board of Governors**

*IV.A.7. 2015 Board meeting revision - Page 94*

### **V. Academic Affairs**

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

*V.A. Faculty Senate Report - Page 96*

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

*V.B. Provost Report for BOG October 17 - Page 97*

##### **1. Accreditation Updates**

##### **2. Faculty Profile**

##### **3. Student Recruitment and Career Placement**

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

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

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

*VI.A.1. 2014-10-01 Research Administration Activity Through August - Page 98*

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

*VI.A.2. October 2014 BOG International Programs Report (2) - Page 103*

### **VII. Diversity and Inclusion (written report only)**

#### **A. Report from the Vice President for Diversity and Inclusion - Vice President Ken Coopwood will provide a written report regarding activities in the Division for Diversity and Inclusion**

*VII.A. BOG VPDI report Oct 2014 - Page 107*

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

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

*VIII.A. Report from Chancellor 10.17.14 - Page 108*

### **IX. Student Affairs (written report only)**

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

*IX.A. SGA Report - Page 110*

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

*IX.B. Student Affairs written report - Page 111*

### **X. Financial**

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

*X.A. Development Report 10.17.14 - Page 113*

#### **B. Approval of 2014 Bronze Bear Recipient (resolution to be provided at the meeting)**

#### **C. Facility Naming Resolution (resolution to be provided at the meeting)**

### **XI. Unfinished Business**

### **XII. New Business**

#### **A. Election of Board Officers for Calendar Year 2015**

#### **B. Discussion on The Value and Breadth of Faculty Research**

##### **1. Discussion Agenda**

*XII.B.1. Value and Breadth of Research BOG discussion 10 17 14 - Page 119*

##### **2. Background Information**

*XII.B.2. Background info for Value and Breadth discussion 10 17 14 - Page 120*

##### **3. Strategies Used to Enhance Faculty Quality at MSU**

*XII.B.3. Strategies to Enhance Faculty Quality at MSU Update Fall 2014 for BOG - Page 122*

### **XIII. 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**

*XIII. Closed Meeting Resolution - Page 126*

**XIV. Adjournment**

**XV. Date of Next Meeting: Friday, December 12, 2014, 9 a.m., 313 Plaster Student Union**

MINUTES OF THE BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
JULY 31, 2014

**1. Roll Call**

Present- Mr. Steve Bough, Governor  
Mr. Joe Carmichael, Governor  
Mr. Caleb Doyle, Student Governor  
Ms. Virginia Fry, Governor  
Mr. Stephen B. Hoven, Vice Chair of the Board  
Dr. Peter Hofherr, Governor  
Mr. Orvin Kimbrough, Governor  
Ms. Beverly Miller, Chair of the Board  
Mr. Kendall Seal, Governor  
Ms. Carrie Tergin, Governor

Also

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

- 2. Presiding** --- The presiding officer for the meeting was Ms. Beverly Miller, Chair of the Board of Governors. She called the meeting to order at 9:00 a.m. in the Shealy Farm Conference Center, 5607 S. 222<sup>nd</sup> Rd., Fair Grove, Missouri. Ms. Miller first presented Governor Steve Bough with a framed resolution in honor of his service as a board member that was approved by the Board at their previous meeting in Kansas City. President Clif Smart also presented Mr. Bough with a Bear statue in honor of his service.

**3. Approval of Minutes:**

- a. Board of Governors' Meetings** --- Ms. Miller mentioned that the next item of business was the approval of the minutes for the open and closed meetings of June 20, 2014. Ms. Fry so moved, receiving the second of Mr. Kimbrough.

Motion passed 9-0.

Ms. Miller then commented that the next items on the agenda were the resolutions approved by the Executive Committee at its July 16, 2014, meeting. She indicated that these resolutions are for information only as their newly amended Bylaws do not require Executive Committee actions to be ratified by the full Board. She reminded the board members that the full Board is provided the Executive Committee agenda in advance of the meeting to see what actions are being proposed and that any board member may request any item on the agenda to be pulled from the agenda to be acted upon by the full Board. Also, all board members receive the minutes of the Executive Committee meeting. She asked the other board members if our new Executive Committee procedures were sufficient or if they would like to have all of the Executive Committee actions included in the Board Agenda for information only, like what was done in today's agenda. After a short discussion, it was decided that, in the future, Executive Committee actions would not need to be included in the Board Agenda.

4. **Consent Agenda** --- Ms. Miller 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 additional FY2015 employment agreements for Athletics administrators and coaches (Human Resources No. 1471-14).

**West Plains Campus**

Approval of new Academic Program for the Certificate in Alternative Energy (West Plains Campus Curriculum No. 66-14).

Approval of actions concerning West Plains Campus academic employees (West Plains Campus Personnel No. 368-14).

Approval of actions concerning West Plains Campus non-academic employees (West Plains Campus Personnel No. 369-14).

Approval of Activity Report dated July 31, 2014 (West Plains Campus Activity Report No. 107-14).

**Springfield Campus Purchases/Contracts**

Approval of Procurement Activity Report for the period June 4, 2014, through July 15, 2014 (Purchasing Activity Report No. 408-14).

**Facilities and Equipment**

Approval of Activity Report for the month of May 2014 (Activity Report No. 258-14).

Approval of Activity Report for the month of June 2014 (Activity Report No. 259-14).

**Human Resources Items**

Actions concerning academic employees (Human Resources No. 1472-14).

Actions concerning non-academic employees (Human Resources No. 1473-14).

Mr. Hoven moved to approve the Consent Agenda, receiving a second from Mr. Kimbrough.

Motion passed 9-0.

5. **Discussion of Goals for 2014-2015** --- President Smart explained that we are coming up on the fourth year of our long-range plan. So, to ensure we are making progress on reaching the goals in our plan, he is proposing that this year's first six goals be the six strategic directions out of the plan. Our seventh and eighth goals this year are proposed to be Athletics and the West Plains Campus. Dr. Hofherr asked if there were any major underlying policies that will impact some of the decisions for the coming year. President Smart responded that, as we review the eight goals, we should look for these items and compile a list. It was also suggested that since there are a lot of items listed for the coming year, we should prepare a list of board priorities for the year. President Smart and members of his leadership team then led the Board through a discussion on the following eight proposed goals for 2014-2015 (not every element of the eight goals was touched on during the discussion):

**I. Access to Success**

- Maintain modest growth in enrollment while increasing the diversity of the student body – a) strengthen relationships with our key community college partners (Ozarks Technical Community College, Crowder College, Metropolitan Community College, St. Charles Community College, and St. Louis Community College); b) expand opportunities for collaboration with diversity-oriented organizations such as Kauffman Scholars and College Bound. We will have 61 students from these type programs this Fall, an increase of 28 students; and c) develop a needs-base scholarship program for graduate students to increase the number of graduate students.
- Increase the retention rate of first-time freshmen – a) SOAR has been redesigned – students are required to spend one night on campus and a public affairs component has been added; b) the number of living learning communities has been expanded; c) a family coordinator has been hired to work with parents; d) we have redesigned (the Introduction to College course (GEP 101) for first-generation students and are placing them in classes by majors; e) we will develop a program to assist freshmen students on probation – an initiative of Student Government Association; and f) we will evaluate admission requirements and protocols for low-performing applicants – consider not starting with a full load of classes or starting in January instead August.
- Increase the number of alternative pathway options for students – a) consider credit by assessment options where appropriate; b) create a model for offering programs at off-campus sites - will offer programs at the OTC-Lebanon campus this year; and c) offer and market two open online courses for the public in Ozarks Studies fields. The Laura Ingalls Wilder course has “exploded” with over 4,000 enrollees while the Ozarks History course has almost 600 enrollees at this time.
- Maintain competitive cost of attendance.

- Continue to implement the career tracking program to meet the new state performance funding measure.
- Successfully complete the Higher Learning Commission (HLC) self-study process (assurance report). The HLC site visit will be in October of 2015.

## **II. Public Affairs Integration**

- Continue with our seven signature public affairs events including the induction of the second class of the Missouri Public Affairs Hall of Fame.
- Develop a comprehensive public affairs assessment plan. Elements of this are already in place in GEP 101 and GEN ED 499.
- Develop a campus-wide community service project in conjunction with the University's 110<sup>th</sup> anniversary (March 17, 2015) including a day-long or week-long fund-raising event.
- Will aim to continue the publication of the *eJournal of Public Affairs* with about 2-3 issues per year.

## **III. Engaged Inquiry**

- Sustain awards of grants and sponsored research of about \$20 million annually. Dr. Jim Baker, Vice President for Research, Economic Development, and International Programs, reported that we had a very good year in FY14 with almost \$22 million received. However, this is a very competitive market and we might very well receive only \$17 to \$18 million next year.
- Develop and implement strategies to emphasize nanotechnology research. There is a fear of nanomaterials, and clients of Brewer Science (a tenant at Jordan Valley Innovation Center) are not buying their products because of this fear. Our faculty are working with Brewer Science in this area with a goal of publications and conference presentations to help in this area. Ms. Miller suggested compiling a list of all the areas where we are raising our profile, such as this, since we do not have a "Raise our Profile" goal this coming year.
- Publish the second edition of *Mind's Eye* to highlight the University's research successes.

## **IV. Partners in Progress**

- Create and implement a two-year pilot project for a Center for Community Engagement to conduct community-based research on local and regional social issues. This will be brought to the Board for approval soon and should be self-supporting after the pilot period.
- Collaborate with Springfield Public Schools to develop and implement an entrepreneurship program at The eFactory. High-achieving high school juniors will pitch entrepreneurial ideas, and those selected will become tenants at The eFactory during their senior year.

## **V. Valuing and Supporting People**

- Improve compensation for faculty and staff. President Smart commented they have been able to do so four times in the three years he has been president.

- Improve diversity of the workforce. For this coming year, individuals involved in hiring processes have a target of at least 20% of new hires being ethnically or racially diverse, international, disabled, of veteran status, or a member of a group that is underrepresented within the hiring department.
- Our new mentoring programs will be fully implemented this year with the goal of retaining diverse hires.
- Our climate study will be available this Fall with more than 3,500 students, faculty, and staff participating.

## **VI. Responsible Stewardship**

- Continue to grow and diversify revenue – a) advocate for capital funding through state appropriations under Senate Bill 723 bonding authority; b) continue with mini capital campaigns for projects such as the Glass Hall addition and the Meyer Library renovation; and c) improve our investment returns by going to a five-year investment strategy. U.S. Treasuries have been at historical low rates. We have now seen a modest increase in these rates, especially at the five-year term. A discussion was also held on investigating the possibility of changing state statutes regarding allowable investment choices.
- Carry through with bonding the construction and purchase of academic spaces including Brick City Building #4, the Student Admissions and Success (Welcome) Center, the Occupational Therapy Building, and the Morris Center (fifth floor renovation).
- Utilize and operate facilities efficiently – a) seek a STARS Silver rating from AASHE; b) cosponsor *Green Revolution*, a Smithsonian traveling exhibition, at the Discovery Center of Springfield; c) continue to more efficiently heat and cool buildings through responsible space scheduling practices; d) continue adding to the chilled water loop with the Welcome Center and the Occupational Therapy Building; and e) consider purchasing up to the allowed amount of 200 kilowatts of solar energy produced by City Utilities' new solar farm.
- Manage University-wide risk effectively by developing and implementing an Enterprise Risk Management Program through the existing compliance committee to identify risks, evaluate risk management tools, and implement risk management solutions.

## **VII. Athletics**

- Will work to successfully implement the Missouri Valley Conference television and digital-media initiative. This could result in all of our sports having their games/matches on television with our own Media and Journalism students doing the organization and production.
- Will need to evaluate new NCAA legislation regarding governance and implement an appropriate strategic response. These changes could result in additional athletic costs for our overall program. President Smart has been elected by the other MVC presidents as their chair and will represent the MVC when these changes take place.

## **VIII. West Plains Integration**



- Will work to make the pathway from West Plains to Springfield as clear as possible.
- A policy prescribing a formula for the University's funding of the West Plains campus will be taken to an Executive Committee meeting soon.
- Will evaluate opportunities to enhance coordination and cooperation between the Springfield and West Plains bookstores.

**6. New Business:**

**a. Approval of Resolution for the Educational Facilities Bond Issue** --- Mr. Steve Foucart, Chief Financial Officer, presented a resolution (Finance No. 1038-14) authorizing the borrowing by Missouri State University of the proceeds of an issue of Educational Facilities Revenue Bonds (Missouri State University), Series 2014, in an aggregate principal amount not to exceed \$30,000,000 of the Health and Educational Facilities Authority of the State of Missouri, to finance the costs of certain educational facilities of the University; and authorizing and approving certain documents and actions in connection with such borrowing. Projects to be funded or partially funded by the bond issue include: Occupational Therapy Building, the Welcome Center, the Jim D. Morris Building renovation, and the exercising of the purchase option of Brick City Building #4. Based on the construction bids, and current market conditions, the expected bond issue is: \$25,795,000, which includes \$423,000 for underwriter fees and \$250,000 for issuance costs. The term will be 25 years with an approximate annual bond payment of \$1,600,000. The dedicated revenue stream to repay the bonds includes: a) \$100,000 in annual gifts to the Welcome Center; b) \$80,000 from annual tuition /fee revenue from English Language Institute students; c) \$230,000 elimination of rental payments for Brick City Building #4; d) \$800,000 from the dedicated state appropriation for health initiatives approved commencing in FY2014. Should the Governor withhold these funds, the recommended investment strategy of laddering investments over a five-year period is anticipated to generate approximately \$731,000 of additional funds to cover a shortfall over the current projected FY2015 interest income; and e) \$390,000 from new differential fees for the College of Health and Human Services. It is planned that the Executive Committee will approve the final bond pricing at their September 17, 2014, meeting. Moved and seconded, respectively, by Mr. Bough and Mr. Hoven.

Motion passed 9-0.

**b. Approval of FY2016 Operating Appropriations Request and Decision Items** --- Mr. Foucart next presented a resolution (Finance No. 1039-14) for the approval of Fiscal Year 2016 Operating Appropriations Request and Decision Items totaling \$97,299,546. This amount is made up of: a) funding for core operations totaling \$86,543,506 (Operating Appropriations Base of \$85,218,506 and the Health Initiatives/Occupational Therapy Base of \$1,325,000); and b) new funding decision items totaling \$10,756,040 (Performance funding for core operating support - \$3,156,555; STEM funding - \$2,556,555; Caring for Missourians – Mental Health - \$1,667,930; and Educational Facilities Renovations and Repairs - \$3,375,000). Moved and seconded, respectively, by Mr. Hoven and Ms. Fry.

Motion passed 9-0.

- c. **Approval of Naming of the Betty and Bobby Allison Stadiums** --- Mr. Brent Dunn, Vice President of University Advancement, presented a resolution (Gifts No. 162-14) for the naming of the Betty and Bobby Allison Stadiums. He stated the Missouri State University Foundation received a major charitable gift commitment from Bobby Allison, to be used for construction costs and maintenance of a new lacrosse and field hockey stadium, a new soccer and track stadium, and a new sand volleyball stadium on the MSU campus. The three stadiums will be named:

Betty and Bobby Allison North Stadium – Lacrosse and Field Hockey  
Betty and Bobby Allison South Stadium – Soccer and Track  
Betty and Bobby Allison Sand Volleyball Stadium

Moved by Mr. Bough. Seconded by Ms. Fry.

Motion passed 9-0.

- d. **Approval of Naming of the Mary Jo Wynn Academic Achievement Center** – Mr. Dunn then presented a resolution (Gifts No. 163-14) for the naming of the Mary Jo Wynn Academic Achievement Center. He remarked that Dr. Mary Jo Wynn has made a major charitable gift commitment to the athletic academic achievement center in the Forsythe Athletics Center, and they are recommending that the name of the center be:

The Mary Jo Wynn Academic Achievement Center

Moved and seconded, respective, by Ms. Tergin and Mr. Bough.

Motion passed 9-0.

- e. **FY2014 Missouri State University Foundation Year End Report** --- Mr. Dunn next gave the year-end report of the Missouri State University Foundation. The total gifts received in FY2014 totaled \$18,377,965, which is the second highest annual total ever received. He added that the Foundation's Endowment exceeded \$75 million for the first time.

**7. Board of Governors' Procedural Matters:**

- a. **Board of Governors' Self-Assessment** --- Ms. Rachael Dockery, General Counsel, reported that the draft self-assessment form included in the agenda was created by Secretary John McAlear, in response to the Board's request at their March 2014 Board retreat. He modeled this form after another university's self-assessment form that he came across. Ms. Dockery indicated that this type of survey can be used to highlight subjects or items needing discussion and would be subject to the Missouri Sunshine Law. Mr. Bough commented that he liked the idea of this type of feedback. Mr. Kimbrough mentioned that this type of feedback would be helpful in seeing how the Board is doing

in their support role for the President. President Smart indicated that he will work with Ms. Miller on how best to proceed on this matter.

- b. **Meeting Schedule for 2015** --- President Smart presented a resolution (Administration No. 37-14) approving a 2015 calendar-year meeting schedule. The schedule includes a February meeting in Jefferson City; a retreat in St. Louis in March in conjunction with the Men's Missouri Valley Post-Season Basketball Tournament; a June meeting on the West Plains Campus; and meetings in Springfield in conjunction with May spring commencement, August summer commencement, October homecoming, and December winter commencement. Mr. Kimbrough moved to approve the 2015 meeting schedule, receiving the second of Mr. Bough.

Motion passed 9-0.

- c. **Discussion of 2015 Board Officers** --- Ms. Miller next mentioned that the Board needed to discuss a possible slate of officers for the 2015 calendar year. After a short discussion, a proposed slate included Mr. Steve Hoven as Chair and Mr. Peter Hofherr as Vice-Chair. The election of officers is held at the board meeting held in conjunction with the University's homecoming festivities which this year, is October 17, 2014.
- d. **Discussion Topics at Future Board Meetings** --- President Smart next indicated the Board needed to choose the major discussion topics for four upcoming board meetings (October 2014; December 2014; February 2015; and May 2015). After a short discussion, it was decided that the four topics would be: the Campus diversity climate, the value and breadth of faculty research, the physical safety aspect of campus security, and public television and radio. The Board requested that our International programs be the discussion topic at an upcoming Programs & Planning Committee meeting. During this discussion, it was also decided that a year-long task force should be created to address the question: "What should the University look like in ten years?" This task force could include university staff, alumni, and community members. A discussion was then held regarding the need to highlight some of our successful academic programs and faculty. It was decided that at future board meetings, we would expand our spotlight section to highlight a student, faculty member, or academic department.

- 8. **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. Ms. Miller asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held immediately following this July 31, 2014, meeting of the Board of Governors to consider items of business pursuant to:

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

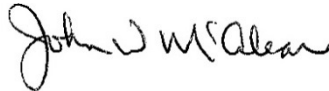
- b. R.S.Mo. 610.021(13). “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment,…”

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

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

Ms. Miller declared the resolution passed unanimously.

- 9. **Date of Next Meeting** --- The date of the next regularly scheduled meeting was set for Friday, October 17, 2014, at 1:00 p.m. on the Springfield Campus.
- 10. **Adjournment**--- Ms. Miller adjourned the meeting at 2:55 p.m. on the motion of Ms. Fry, the second of Ms. Tergin, and the unanimous vote of the Board.



John W. McAlear  
Secretary

III.A.1.

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

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

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the attached Activity Report dated October 17, 2014, as presented by Business and Support Services, be accepted and approved.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be approved.

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

**October 17, 2014**

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

**Paint Canopies and Handrails  
Lybyer Enhanced Technology Center**

**Project Budget  
\$4,000.00**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$4,000.00. This project was issued under the FY15 Job Order Contract Services agreement. This project consists of expenses for cleaning, scraping, and painting the canopies and handrails to the entrances at Lybyer. The project budget has been established as follows:

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

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

**Repair Sidewalk on North Side of Building  
Melton Hall**

**Project Budget  
\$2,001.46**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$2,001.46. This project was issued under the FY15 Job Order Contract Services agreement. This project consists of expenses for removing the old concrete and pouring and finishing new concrete to replace broken/uneven sidewalk section north of Melton Hall. The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	2,001.46
Project Administration	0.00
Construction Contingency	0.00
Furniture, Fixtures, & Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$ 2,001.46</b>

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

**Install New Stainless Steel Sinks in Kitchen  
Putnam Student Center**

**Project Budget  
\$1,998.95**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$1,998.95. This project was issued under the FY15 Job Order Contract Services agreement. This project consists of expenses for removing and installing new sinks in the kitchen of the Putnam Student Center. The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	1,998.95
Project Administration	0.00
Construction Contingency	0.00
Furniture, Fixtures, & Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$ 1,998.95</b>

This project is being funded by the West Plains Campus Food Services Auxiliary Budget.

**Replace Two Solid Core Doors  
Grizzly House**

**Project Budget  
\$1,525.66**

A notice to proceed was issued to Feller Construction, Inc. in the amount of \$1,525.66. This project was issued under the FY15 Job Order Contract Services agreement. This project consists of expenses for removing the old doors and installing new solid core doors in two rooms in the Grizzly House dorm building. The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	1,525.66
Project Administration	0.00
Construction Contingency	0.00
Furniture, Fixtures, & Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$ 1,525.66</b>

This project is being funded by the West Plains Campus Grizzly House Auxiliary Budget.

III.A.2.

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

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

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

**FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Sharon L. Bynum	Lecturer of History West Plains Campus	\$34,000 Annual	8-20-2014 5-22-2015
Seongchun (Michelle) Kwon	Assistant Professor of Mathematics West Plains Campus	\$39,000 Annual	8-1-2014 5-22-2015

**RETIREMENT:**

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Barbara A. Nyden	Assistant Professor of Accounting West Plains Campus	8-1-2015

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Dennis Lancaster	From: Interim Dean of Academic Affairs/Assistant Professor \$80,574 annually	10-20-2014
	To: Dean of Academic Affairs/ Assistant Professor \$80,574 annually	

**UNRANKED FACULTY APPOINTMENTS (Part-Time):**

<u>Name</u>	<u>Department</u>	<u>Salary</u>	<u>Effective</u>
Kathryn P. Fisher	Lecturer PLS	\$6,300 semester	8/18/2014 12/12/2014
John C. Giannini	Lecturer VIN	\$5,400 semester	9/2/2014 12/12/2014
Bonnie Peterson	Lecturer CHM/PHY	\$5,407.39 semester	8/18/2014 12/12/2014
Bethany K. Teeter	Lecturer CRM/LWE	\$5,400 semester	8/18/2014 12/12/2014
Alice F. Vandergriff	Lecturer ART	\$5,400 semester	8/18/2014 12/12/2014
V. Jane Ward	Lecturer	\$6,776	8/18/2014



Academic Personnel Board Actions, cont'd. Page 2	EDU	semester	12/12/2014
Terri S. Whitsell	Lecturer IDS	\$4,200 semester	8/18/2014 12/12/2014
Nicholas J. Xidis	Lecturer PHY	\$5,412 semester	8/18/2014 12/12/2014

**(See Addendum A for Supplemental Payments for the fall 2014 semester)**

**(See Addendum B for Supplemental Payments for the spring 2014 semester)**

**(See Addendum C for Per Course Faculty for the fall 2014 semester)**

**(See Addendum D for Per Course Faculty Honors Components for the spring 2014 semester)**

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

**ADDENDUM A****Supplemental payments for the fall 2014 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Leigh Adams	ENG	\$3,150
Craig Albin	Honors Component	\$100
Cathy Proffitt Boys	AGR/EPR/IDS/QBA/Division Chair duties	\$12,451
Michelle Branton	ENG/IDS	\$4,800
Cindy Bridges	MGT	\$1,800
Thora Broyles	IDS	\$1,722
Judy Carr	IDS/PSY/SOC and Div. Chair duties	\$11,598
Judy Carr	Honors Component	\$100
Barbara Caton	ALH/IDS	\$5,551
Barbara Caton	Online Course Development	\$600
Melinda Denton	MTH	\$3,268
Emily J. Gibson	JRN	\$1,500
Alexandra Graham	ENG/IDS	\$4,511
Jim Hart	CGP/CIS/TEC and Internships	\$3,519
Ron Hensley	TEC	\$1,250
Lindsay D. Hill	NUR	\$1,359
Phillip Howerton	ENG	\$7,214
Victoria Howerton	IDS/SPN	\$1,800
Jeff Huff	CGP/CIS	\$3,019
Joyce Jennings-Pineda	BMS	\$3,850
Kerri B. Jones	IDS	\$1,000
Mary E. Kellum	IDS	\$1,400
Seongchun (Michelle) Kwon	MTH	\$2,925
Kathy Mann	COM	\$1,500
Mary E. Maupin	ENG	\$2,436
Debra Mayers	BIO	\$1,413
Debra Mayers	Honors Component	\$100
Renee Moore	Internships	\$1,500
Connie Morgan	HST	\$3,141
Connie Morgan	Honors Component	\$100
Kathy Morrison	Honors Component	\$100
Gary Phillips	COM/IDS	\$1,276
Gary Phillips	Honors Component	\$100
Alex D. Pinnon	HRN/IDS/PHI	\$4,392
Alex D. Pinnon	Honors Component	\$100
Jacob C. Poulette	CGP	\$2,509
Frank A. Priest	ENG	\$7,339
Joseph Rugutt	CHM	\$7,331
Joseph Rugutt	Honors Component	\$100
Karen Ryburn	IDS	\$1,200
Scott Schneider	CIS	\$2,004
Brenda Smith	CFD/CFS	\$2,368
Cindy A. Smith	IDS	\$2,980
Deanna Smith	ECO	\$1,800
Rogers Taylor	IDS	\$1,000
Rajiv Thakur	GRY	\$1,265
Jay Towell	MTH/IDS/Div. Chair duties	\$8,392

Academic Personnel Board Actions, cont'd.

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Jerry Trick	MTH/IDS Coord. duties	\$4,764
Lisa Wade	NUR	\$2,148
Patricia J. Walsh	IDS	\$2,400
David White	BUS/IDS/MGT/Dist. Learning Coord.	\$7801
Linda Wulff-Risner	AGR	\$2,096

**ADDENDUM B**

**Supplemental payments for the spring 2014 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Judy Carr	Honors Component	100
Debra Mayers	Honors Component	60
Edgar McKinney	Honors Component	100
Connie Morgan	Honors Component	100
Kathleen Morrison	Honors Component	100
Gary Phillips	Honors Component	100
Alex Pinnon	Honors Component	100

**ADDENDUM C****The following have been appointed as Per Course Faculty for the fall 2014 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Norman E. Abell	PHY	\$3,038
Valda M. Aguero	ART	\$1,200
Kelli J. Albin	ART	\$1,200
Ray A. Allen	VIN	\$2,202
Virginia Allsman	PSY	\$3,600
Elliott E. Anderson	REL	\$3,600
Kathryn A. Austin	PSY	\$2,100
Mark R. Basom	COM/MKT	\$3,600
Beverly A. Bishop	MTH	\$1,800
Sherryl S. Brannan	PED	\$2,808
Clarel J. Breedlove	PED	\$2,808
Geralyn Brostrom	VIN	\$1,800
Judith L. Cantrell	MTH	\$1,800
Juliet L. Cobb	MTH	\$1,800
Cleo (Fawn) Cockrum	IDS	\$3,600
Krystal Colvin	NUR	\$1,800
Christine L. Combs	EDU	\$1,400
Ruth D. Cooke	REL	\$1,800
Mary A. Davis	GLG	\$2,840
Aaron M. DeBeers	VIN	\$1,800
Dennis Drummond	VIN	\$3,612
Jerry D. Dunn	PSY	\$1,800
Barbara J. Dykes	CHM	\$1,340
Nathan W. Ferree	ART/CGP	\$3,804
Stephen (Mark) Fugitt	REL	\$1,800
Stephen M. Fugitt	REL	\$4,200
Carolyn L. Gerber	COM	\$3,600
Carolyn L. Gerber	Honors Component	\$100
Barry H. Gump	VIN	\$2,100
Lesa G. Hall	CIS	\$2,004
William D. Hall	MUS	\$804
Phillip C. Hamilton	TEC	\$2,100
Kenneth W. Hancock	SPN	\$3,600
Mary E. Harris	IDS	\$1,200
Danny R. Hobbs	PSY/SOC	\$3,600
Linda K. Hobbs	MTH	\$4,008
Rebecca Holman	SOC	\$3,600
Melissa Hufstedler	MUS	\$1,800
Billie R. Hutchings	SWK	\$1,800
William E. Hutchings	INS	\$1,500
Janice F. Johnson	IDS	\$1,800
Donna J. Jones	NUR	\$7,128
Stephen Keeney	HST	\$1,800
Ted W. Keller	GRY	\$1,500
Carl Kimmons	CIS	\$2,004
David K. Landers	CIS	\$4,008
Barbara A. Luna	CIS	\$4,008

Academic Personnel Board Actions, cont'd.

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Ian MacNeil	VIN	\$1,800
Darrell F. Mahan	SOC	\$3,600
Elizabeth W. Mahan	PSY	\$1,800
Howard Mainprize	BIO/BMS	\$3,976
Sherry McAfee	COM	\$3,600
Rochelle Y. McCracken	BIO	\$1,675
Angela McCully	CIS	\$2,004
Scott McWilliams	AGR	\$3,600
Diane Moore	MTH	\$3,600
Paul F. Murray	PED	\$804
Mary Mutrux	GRY	\$2,604
Michele Nigliazzo	LAW	\$4,200
Marilyn Odneal	VIN	\$1,200
Patricia D. Orchard	EDU	\$1,400
Joseph Oslakovic	MTH	\$1,800
Merilark Padgett-Johnson	VIN	\$4,200
R.A. Pendergrass	PLS	\$4,200
Tamara L. Rose	BIO	\$2,604
Sandra D. Ross	CIS	\$4,008
Ashley A. Rowan	ENG	\$1,500
Diana G. Schroeder	CIS	\$4,008
Adam P. Short	IDS	\$2,000
Elizabeth L. Sieper	ENV	\$2,604
Hillary Sjolund	VIN	\$2,000
Thomas Smith	VIN	\$1,200
Janice G. Sperry	MUS	\$1,800
Vivian Stille	ENG	\$3,000
Randy L. Story	COM/THE	\$3,600
Krista J. Tate	HST	\$3,600
Patricia R. Thakur	PSY	\$3,600
Ricky Thibodeau	VIN	\$1,800
Julie Thompson	IMT	\$4,200
Sonie Trotter	COM/SOC	\$3,600
Holly E. Tucker	CFD	\$3,204
Eric M. Tumminia	ENG	\$3,000
Laurie L. Wall	IDS	\$1,200
Jimmie E. Walters	IDS	\$1,800
Sally J. Watkins	MTH	\$3,600
Barbara A. Williams	ART	\$1,800
Bridget R. Williams	IDS	\$3,500
Wendy C. Ziegler	ART	\$2,010

**ADDENDUM D**

**Per course faculty honors component payments for the spring 2014 semester:**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Virginia M. Allsman	Honors Component	\$100
Rochelle McCracken	Honors Component	\$40

**COMMENTS:**

Sharon L. Bynum

B.A. from University of Memphis  
M.A. from University of Memphis

1995 – 1996 Certified Reading Tutor, Memphis Literacy Council  
1999 – 2000 Substitute Teacher, Desoto County Public Schools, Mississippi  
2001 – 2004 Instructor, Southwest Tennessee Community College  
2001 – 2004 Instructor, University of Memphis  
2004 – 2012 Instructor, University of Mississippi  
2013 Instructor, Victory University

Seongchun (Michelle) Kwon

B.S. from Ewha Women's University, South Korea  
M.S. from Ewha Women's University, South Korea  
Ph.D. from Michigan State University

1997 – 2003 Graduate T.A., Michigan State University  
2002 Visiting Graduate Student, Institute for Advanced Study in Princeton  
2003 – 2004 Postdoctoral Fellow, Mathematical Sciences Research Institute in Berkeley  
2004 – 2005 Postdoctoral Fellow, University of Toronto  
2005 – 2007 Visiting Assistant Professor, Oklahoma State University  
2007 – 2008 Assistant Professor, University of Montana – Western  
2008 – 2010 Visiting Assistant Professor, University of Toledo  
2010 – 2012 Teacher Education Student, University of Calgary  
2012 – 2014 Assistant Professor, Union College- Kentucky

Dennis Lancaster

Ph.D. from Lindenwood University, St. Louis, MO (Springfield site)  
M.A. from University of MO, Columbia  
B.A. from Drury College, Springfield, MO

1988 – 1992 West Plains Daily Quill  
1990 – 1992 Per Course Faculty Member, Missouri State University-West Plains  
1992 – 1997 Asst. Director of University Communication/Lecturer  
1997 – 2001 Special Projects Coordinator/Instructor  
1998 – Present Director of the Darr Honors Program  
2007 – 2007 Acting Chancellor/Instructor  
2001 – 2008 Assistant to the Chancellor/Instructor  
2009 – Present Assistant Professor, Missouri State University-West Plains  
2013 – Present Interim Dean of Academic Affairs/Assistant Professor



III.A.3.

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

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

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

**APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Vickie F. Petkovic	Administrative Assistant I WP TRIO	11	\$21,528 Annually	09/15/2014
Kasey N. Elliott	Administrative Assistant II WP University/Community Programs	12	\$24,758 Annually	08/25/2014
Sharon L. Holland	Bookstore Manager, WP WP Drago College Store	44	\$42,188 Annually	08/18/2014

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kileene M. Collins	Administrative Assistant I WP Student Services From: Administrative Assistant I, Salary \$22,447/annually To: Administrative Assistant II, Salary \$24,768/annually	Position Reclassification	07/16/2014
Matthew C. Noblin	Supply Buyer, Drago College Store WP Drago College Store From: Supply Buyer, Drago College Store - WP To: General Buyer, Drago College Store - WP	Title Change	08/01/2014

**VOTE:**     **AYE** \_\_\_\_\_

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

III.A.4.

**RECOMMENDED ACTION** – Approval of New Academic Program for the Associate of Applied Science in Wine Business and Entrepreneurship.

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

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

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

1. The magnitude of the grape industry is best represented by two indices; the number of acres used for grape production and the economic data which contribute to the state. According to the Stonebridge Research Report prepared for the Missouri Grape and Wine Board, there 97 wineries and 393 vineyards in Missouri with an estimated 1,600 acres of grapes planted in 2009. The number of wineries have more than doubled since 2005.
2. The impact of the wine and grape industry on Missouri’s economy is significant. The wine and grape industry produced more than \$1.6 billion in total economic value to the state’s economy. The wine and grape sector, and related industries, made up more than 14, 000 jobs in 2009.
3. Agri-tourism is significantly enhanced because of this industry with over 817,000 wine related visists and \$175.7 million wine-related tourism expenditures made in Missouri in 2009. As the industry continues to mature, “clusters of tourism” will develop statewide. These “clusters of tourism” include Bed and Breakfasts, motels, craft shops, and tourist attractions.
4. The long-term success of the viticulture and enology industry will depend upon offering educational opportunities for those individuals interested in career progression.
5. The Certificate in Wine Business and Entrepreneurship was recently approved by the Coordinating Board for Higher Education in September 2014.
6. The Associate of Applied Science in Wine Business and Entrepreneurship will provide a continuing education pathway for students who complete the Certificate in

Wine Business and Entrepreneurship. It will also support the existing programs in Viticulture and Enology that are a part of the Viticulture and Enology Science and Technology Alliance (VESTA) by providing business courses to support the wine and grape industry entrepreneurs.

### **Associate of Applied Science in Wine Business & Entrepreneurship**

The grape and wine industry impact on Missouri's economy is significant. According to the 2010 Economic Impact of Wine and Grapes in Missouri prepared by the Stonebridge Research Group LLC for the Missouri Wine and Grape Board, the number of wineries in Missouri nearly doubled in the five years leading up to their report to 97. The Missouri Wine and Grape Board currently lists 122 wineries in Missouri. The Stonebridge report indicates the grape and wine sector provided more than 14,000 jobs in Missouri with a payroll of \$386 million. The total economic value of the grape and wine industry in Missouri was \$1.6 billion.

Through the Viticulture and Enology Science and Technology Alliance (VESTA), Missouri State University has contributed to that growth through its quality, nationally recognized programs. This program consists of two associate degrees and two certificate programs, with courses focusing on enology and viticulture. The program also includes the Certificate in Wine Business and Entrepreneurship, which was recently approved by the Coordinating Board for Higher Education in their September 2014 meeting. The addition of the proposed Associate of Applied Science in Wine Business and Entrepreneurship will include business and entrepreneurship courses to support winery and vineyard professionals and will provide a continuing education pathway for the students completing the Certificate in Wine Business and Entrepreneurship.

The 60-63 credit hour degree program will include business and entrepreneurship courses designed specifically for the grape and wine industry. Courses will cover a variety of topics, such as new wine business feasibility, finance and accounting for wine business, legal aspects of vineyard and winery operation, grapes to market and grower relations, winery marketing, human resources, and developing a business plan. The program structure and course delivery will be consistent with the other VESTA programs.

The grape and wine industry has seen tremendous growth in the years since the VESTA program began. The addition of the Associate of Applied Science in Wine Business & Entrepreneurship will support that continued growth by improving the business and entrepreneurship education opportunities for professionals in the grape and wine industry.

## **Associate of Applied Science in Wine Business and Entrepreneurship**

### **General Education Core Requirements**

AGR 157	Principles of Agricultural Mechanization	3
BIO 101	Biology in Your World	3
BIO 111	Understanding Biological Systems through Inquiry	1
COM 115	Fundamentals of Public Speaking <b>or</b> MGT 286 Business Communications	3
ENG 110	Writing I	3
ENG 221	Writing II: Writing for the Professions	3
MTH 103	Intermediate Algebra or higher (except MTH 197 or MTH 297)	3
PLS 101	American Democracy and Citizenship	3
PHY 100	Survey of Physics with Laboratory	4
QBA 237	Basic Business Statistics	3
IDS 110	Student Success	<u>2</u>
		31

### **Wine Business and Entrepreneurship Core Requirements**

VIN 130	New Wine Business Feasibility	3
VIN 132	Finance and Accounting for Wine Business	3
VIN 134	Survey of Viticulture and Enology for Wine Business	3
VIN 190	Vineyard Safety <b>or</b> VIN 290 Winery Safety	1-2
VIN 202	Legal Aspects of Vineyard and Winery Operation	3
VIN 251	Grapes to Market and Grower Relations <b>or</b> VIN 271 Advanced Wine Marketing	2-3
VIN 250	Vineyard Equipment Technology for the Entrepreneur <b>or</b> VIN 260 Winery Equipment Technology for the Entrepreneur	2-3
VIN 255	Financial Management for the Vineyard <b>or</b> VIN 275 Financial Management for the Winery	3
VIN 111	Introduction to Viticulture and Vineyard Establishment <b>or</b> VIN 276 Advanced Tasting Room Management <b>or</b> VIN 280 Winery Establishment and Design	2-3
VIN 285	Addressing Human Resources Issues in a Commercial Vineyard/Winery	3
VIN 295	Developing a Business Plan for a Commercial Vineyard/Winery	3
		<u>28-32</u>

### **VIN Electives**

Students must earn a minimum of 30 hours in the Wine Business and Entrepreneurship Core Requirements and a minimum of 60 total credit hours for the degree.

**Total Credit Hours.....60-63**

III.B.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 July 15, 2014 through October 1, 2014 be approved.

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

**FOR INFORMATIONAL PURPOSES ONLY**

**Revenue contract estimated < \$100,000**

**Cheer and Dance Camp Instruction Services  
Plaster Student Union (High School Camps)  
University Advancement (Collegiate Camps)** **Estimated Annual Revenue  
\$77,050.00**

Contract 6480-1 with Varsity Spirit Corporation for high school cheer and dance camps and for collegiate cheer camps will be renewed for the period January 1, 2015 through December 31, 2015. This is the first of four available contract renewal options. The following guarantees and rates apply to these camps during the renewal period:

	Minimum Annual Guarantee	Per Attendee Rate
High School Cheer and Dance Camps (3)	\$12,000.00	\$25.00
Collegiate Cheer Camp (1)	\$15,050.00	\$27.00

**Note: Revenue contract. No funding source required.**

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

**Telecommunication Supplies and Accessories  
Campus Wide** **\$25,000.00  
(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University will continue utilizing the Educational and Institutional (E&I) Cooperative Purchasing Contract CNR01317 with SKC Communication Products to purchase telecommunication supplies and accessories, specifically Avaya telephones. The contract period is October 1, 2014 through September 30, 2015.

**Note: Funding to be from the FY15 operational budget.**

July 15, 2014 through October 1, 2014

**ACTIVITY REPORT  
PAGE TWO**

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

**ESRI Software Site License Annual Renewal  
Computer Services** **\$25,000.00**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University has renewed its campus license for ESRI software.

ESRI software is a Geographic Information System (GIS) that the University has been using since 2008 to explore, visualize, and analyze information relative to time, location and change. It also provides capabilities for the visualization and analysis of time-related data by defining temporal events.

A purchase order has been issued to ESRI Incorporated.

**Note: Funding to be from the FY15 Student Computer Usage Fee (SCUF) budget.**

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

**Snow Removal and Salt Spreading Services** **\$25,685.00**  
**Grounds/Safety and Transportation** **(Estimated)**

Contract 6065-1 with Hartman and Company, Incorporated to provide snow removal and salt spreading services has been renewed for the period November 19, 2014 through November 18, 2015. This is the second of four available contract renewal options. Pricing will increase by 4% as provided for in the contract.

**Note: Funding to be from the FY15 operational budget.**

July 15, 2014 through October 1, 2014

**ACTIVITY REPORT  
PAGE THREE**

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

**On-Line Cataloging Services** **\$55,000.00**  
**Meyer Library** **(Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, payment has been processed to Online Computer Library Centered (OCLC), Incorporated in prepayment of large-scale cataloging and other electronic bibliographic services and membership dues for the period of July 1, 2014 through June 30, 2015.

OCLC is a non-profit, membership, library services and research organization that facilitates cooperative work and borrowing among national and international libraries, and that provides various value-added products, training programs, and consultation.

**Note: Funding to be from the FY15 operational budget.**

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

**Annual Renewal of Cisco Smartnet Maintenance Support** **\$56,573.88**  
**Computer Services**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University will utilize State of Missouri Contract C210033001 with World Wide Technology, Incorporated to renew its annual maintenance support for the University's Cisco Smartnet network.

Annual maintenance includes technical support for the public and private network infrastructure and all networking equipment. A purchase order has been issued to World Wide Technology, Incorporated to renew this support for the period August 1, 2014 through July 31, 2015.

**Note: Funding to be from the FY15 operational budget.**

July 15, 2014 through October 1, 2014



**ACTIVITY REPORT  
PAGE FOUR**

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

**Football Consortium Fee/Home Game Officiating Fees/Dues  
Intercollegiate Athletics** **\$57,998.00**

Payment processed to the Missouri Valley Football Conference for home game officiating fees at \$33,750.00, the football consortium fee at \$12,248.00, and annual dues for the Missouri Valley Football Conference at \$12,000.00.

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

**Note: Funding to be from the FY15 operational budget.**

**Contract for the purchase of goods and services > \$25,000 < \$100,000**

**Classroom Projectors and Mounting Plates** **\$59,502.00**  
**Classroom Instructional Technology**

The purchase of classroom projectors is part of the annual classroom upgrade process for new classroom installations and life-cycle upgrades. Epson is the Missouri State University campus standard projector, and the University has a national purchase agreement with Epson America that allows purchases through a local supplier at factory direct pricing that includes extended warranties.

Competitive bids were solicited for the mounting plates and Schillers Imaging Group was the lowest bidder. Therefore, a purchase order has been issued to Schillers Imaging Group for the projectors and the mounting plates.

**Note: Funding to be from the FY15 Student Computer Usage Fee (SCUF) budget.**

July 15, 2014 through October 1, 2014

**ACTIVITY REPORT  
PAGE FIVE**

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

**Consulting Services** **\$71,000.00**  
**Office of the Provost/Office of the President** **(Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, payments are being processed to Kincaid Communications for services that will include specific projects under two agreements. Agreement one is for the Office of the Provost, and agreement two is for the Office of the President.

Included in the first agreement is the completion of materials for the Higher Education Learning Commission and assistance with presentations, reports or speeches and/or other projects identified by the Provost in one or more academic areas. Services are for the six-month period of September 1, 2014 through February 28, 2015. The schedule of fees is \$25.00 to \$150.00 per hour, with a cap of \$6,000.00 per month, or \$36,000.00 for the total possible compensation.

Agreement two is for the Strategic Thinking Project, relating to the University's Vision Plan. Services are for the eleven and one-half month period of September 1, 2014 through August 15, 2015. The fee is based on a rate of \$75.00 per hour, with a cap of \$4,000.00 per month, or \$35,000.00 for the total possible compensation.

Total payment for both agreements may be up to \$71,000.00.

**Note: Funding to be from the FY15 operational budget.**

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

**Crestron Control Systems** **\$89,719.01**  
**Pummill Hall Renovation Project**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, Missouri State University utilized the Educational and Institutional (E&I) Cooperative Purchasing Contract CNR01317 with SKC Communication Products, LLC to purchase Crestron control systems for Pummill Hall.

The Crestron control systems will be installed in 21 new classrooms and seminar rooms in the newly renovated Pummill Hall. The installation will be managed by the Faculty Center for Teaching and Learning's Classroom Instructional Technology Unit.

July 15, 2014 through October 1, 2014

**ACTIVITY REPORT  
PAGE SIX**

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

**Note: Funding to be from the X-fund established by the Office of the Provost for classroom technology associated with the Pummill Hall renovation project.**

July 15, 2014 through October 1, 2014

III.C.1.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of July 2014.

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 July 2014, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**July 2014**

This report documents activities managed by Planning, Design & Construction for the month of July 2014. The projects listed here may be for a budget level that does not require formal action by the Board of Governors. Any and all project bids, notices to proceed, approved change orders, and activity on consultant contracts are listed on this monthly activity report.

**July 1, 2014**

**2015 On-Call Asbestos Abatement** **Project Budget**  
**Springfield, Mountain Grove, West Plains Campuses** **\$60,000.00**

Bids were received on May 27, 2014 for asbestos abatement for FY15. This contract provides removal of small quantities of asbestos found on the Springfield, Mountain Grove, and West Plains Campuses on an on-call basis. A notice of award was issued to Gerken Environmental Services, Inc. on June 20, 2014 and became effective July 1, 2014. This contract shall remain in force until June 30, 2015 or until the maximum limit of \$60,000.00 is reached.

**Renovate Computer Lab 209** **Project Budget**  
**Cheek Hall** **\$66,000.00**

Bids were received for the renovation of Room 209 to maximize work station numbers and facilitate its use as both an open access computer lab and a classroom. A notice to proceed was issued to Trotter Construction, LLC in the amount of \$68,934.00. You will note that a notice to proceed in an amount exceeding the project budget was issued on this project. Prior to awarding this contract, the University had discussions with the contractor in an effort to find ways to reduce the contract amount while still providing the necessary improvements. Options were reviewed and a solution was found. The contractor and university agreed to issue a change order reducing the overall contract amount immediately following the award of the contract to bring the project within the planned project budget. Please note later in this report the change order was finalized on July 18, 2014 which reduced the cost of the project to fall within the overall project budget.

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>	<b>Alt. 1</b>	<b>Total</b>
Trotter Construction, LLC	\$68,934.00	\$72,843.00	\$141,777.00
Kenmar Construction, Inc.	\$69,000.00	\$2,400.00	\$71,400.00
Bales Construction Co., Inc.	\$72,500.00	\$3,000.00	\$75,500.00
Rio Contractors, LLC	\$73,249.00	\$2,900.00	\$76,149.00
Oke-Thomas + Associates, Inc.	\$89,925.00	\$3,400.00	\$93,325.00

Alternate 1 includes the replacement of the existing lighting fixtures in the room and was not accepted due to budgetary constraints.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	45,907.00
Project Administration	1,026.00
Tile Abatement	3,867.00
Construction Contingency	6,000.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	9,200.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$66,000.00</b>

This project is being funded by the Cheek Remodel Room 209 budget.

**Athletic and Recreation Field Improvements  
Springfield Campus**

Additional services were approved with Hastings + Chivetta Architects, Inc. for services in conjunction with the design and construction administration associated with the athletic and recreation field improvements. The University requested additional design and construction administration services required for development of the Bearfest Village area. The additional services amount is \$7,500.00. The new contract amount is \$1,406,640.00. This project is being funded by the Athletic Field Improvements budget.

**July 3, 2014**

<b>Interior Opening</b>	<b>Project Budget</b>
<b>Robert W. Plaster Center for Free Enterprise and Business Development</b>	<b>\$5,500.00</b>

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$2,382.88. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project provides a new cased opening between Rooms 1025 and 1050.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	2,382.88
Project Administration	500.00
Construction Contingency	2,617.12
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$5,500.00</b>

This project is being funded by the Associate Vice President for Economic Development budget.

<b>2014 Residence Life Refurbishing</b>	<b>Project Budget</b>
<b>Kentwood Hall</b>	<b>\$2,520,030.00</b>

A change order was signed with Carson-Mitchell, Inc. in the amount of \$9,516.02. This is the first change order on this project. Work added under this change order modifies the men's and women's public restrooms and relocated four bedroom walls to enhance the student rooms. The contract amount will be increased to \$1,787,594.02. This project is being funded by the Renovate Kentwood Refurbishing budget.

**New Greenhouse  
West Plains Campus**

A contract was signed with Riggs and Associates, Inc. for services in conjunction with the topographic and boundary survey required for the construction of a new greenhouse located on the east side of Pennsylvania Avenue on the West Plains campus. The fixed fee for the consultant's work is \$800.00. This project is being funded by the West Plains Trade Adjustment Assistance Community College and Career Training grant program.

**July 10, 2014**

**2015 On-Call Asbestos Abatement** **Project Budget**  
**Remove ACM, Room 135, Cheek Hall** **\$60,000.00**

A work order was issued to Gerken Environmental Enterprises, Inc. in the amount of \$1,077.40 for asbestos tile and mastic removal in the Collaborative Computer Lab Workspace located in Room 135 of Cheek Hall. This is the first work order issued under the 2015 On-Call Asbestos Abatement contract. Following issuance of this work order, the balance available for use on this contract for the current fiscal year stands at \$58,922.60. This work was paid for from the Computer Services Administrative - Operating budget.

**July 14, 2014**

**Floor Improvements** **Project Budget**  
**Blair-Shannon Dining Center** **\$72,000.00**

A change order was signed with Bales Construction Company, Inc. in the amount of \$21,343.50. This is the first change order on this project. Work added under this change order includes repairing the floor in several locations due to unforeseen field conditions that were revealed when the existing floor coverings were removed. The contract amount will be increased to \$62,843.50 and five calendar days will be added to the contract completion date. This project is being funded by the Residence Life Refurbishing budget.

**Exterior Envelope Improvements for the West Grandstand** **Project Budget**  
**Robert W. Plaster Stadium** **\$1,712,300.00**

A change order was signed with DeWitt & Associates, Inc. in the amount of \$6,992.00. This is the second change order on this project. Work added under this change order includes new signage at selected areas. The contract amount will be increased to \$1,470,658.00. This project is being funded by the Plaster Sports Complex Exterior Envelope Improvements budget.

**July 16, 2014**

**Renovation of the Fifth Floor** **Project Budget**  
**Jim D. Morris Center** **\$1,195,000.00**

Bids were received on July 1, 2014 for the renovation of the fifth floor at the Jim D. Morris Center. Following the July Board of Governors' Executive Committee meeting, a notice to proceed was issued to Mechanical Services, Inc. in the amount of \$819,000.00. This project is being funded by the Jim D. Morris Center Renovation budget.

**New Construction  
Occupational Therapy Building**

**Project Budget  
\$19,500,000.00**

Bids were received on July 8, 2014 for the construction of a new Occupational Therapy Building. Following the July Board of Governors' Executive Committee meeting, a notice to proceed was issued to DeWitt & Associates, Inc. in the amount of \$14,076,200.00. This project is being funded by the Occupational Therapy Building budget.

**July 17, 2014**

**Pool Bulkhead and Window Replacement  
Hammons Student Center**

**Project Budget  
\$184,000.00**

A change order was signed with Oke-Thomas & Associates, Inc. in the amount of \$541.00. This is the second change order on this project. Work added under this change order provides additional trim around the perimeter of the window assemblies. The contract amount will be increased to \$165,787.00. This project is being funded by the Hammons Student Center Bulkhead and Window Replacement budget.

**5<sup>th</sup> Floor Abatement  
Jim D. Morris Center**

**Project Budget  
\$21,000.00**

A change order was signed with Midwest Service Group for extension of the contract completion date by four calendar days. This is the second change order on this project. This change order revises the completion date due to extended air sampling time required by the third party air monitoring consultant. The contract amount will remain unchanged at \$18,010.00. This project is being funded by the Jim D. Morris Center Renovation budget.

**New Shuttle Stop Shelter on Madison Street  
Transitways**

**Project Budget  
\$62,785.00**

A change order was signed with Oke-Thomas & Associates, Inc. for extension of the contract completion date by twenty-one calendar days. This is the first change order on this project. This change order revises the completion date due to manufacturer delays. The contract amount will remain unchanged at \$51,090.00. This project is being funded by the Wyrick – FY14 Shuttle Stop budget.

**Roof Replacement  
Hutchens House**

**Project Budget  
\$550,000.00**

A change order was signed with Weatherproofing Technologies, Inc. in the amount of \$7,663.60. This is the first change order on this project. Work added under this change order includes modifications to the dryer vents. The contract amount will be increased to \$512,341.09. This project is being funded by the Hutchens Roof Replacement budget.

**Building Monument Sign  
Bill R. Foster and Family Recreation Center**

**Project Budget  
\$30,000.00**

Bids were received for construction of a concrete monument sign for the Bill R. Foster and Family Recreation Center. A notice to proceed was issued to Oke-Thomas & Associates, Inc. in the amount of \$26,185.00.

The bids received on this project are as follows:



<b>Contractor</b>	<b>Base Bid</b>	<b>Alt. 1</b>	<b>Total</b>
Oke-Thomas & Associates, Inc.	\$19,720.00	\$6,465.00	\$26,185.00
DeWitt & Associates, Inc.	\$24,300.00	\$7,800.00	\$32,100.00

Alternate 1 is for LED lighting around the perimeter of the sign and was accepted.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	26,185.00
Project Administration	315.00
Construction Contingency	3,500.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$30,000.00</b>

This project is being funded by the University Recreation Center budget.

<b>Electrical Vault Lid Replacement Springfield Campus Utilities</b>	<b>Project Budget \$67,000.00</b>
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A change order was signed with Carson-Mitchell, Inc. in the amount of \$3,757.60. This is the first change order on this project. Work added under this change order includes labor escalation due to the delay of the project until spring, 2014, as well as shoring of the vault lid until replacement can occur. The contract amount will be increased to \$45,357.60 and three hundred thirty-five calendar days will be added to the contract completion date. This project is being funded by the Repair Tunnel Vault Lid Siceluff budget.

**July 18, 2014**

<b>Renovate Computer Lab 209 Cheek Hall</b>	<b>Project Budget \$66,000.00</b>
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A change order was signed with Trotter Construction, LLC for a deduct in the amount of (\$23,027.00). This is the first change order on this project. This change order eliminated furring out of the existing walls as well as the associated HVAC and lighting modifications. The contract amount will be decreased to \$45,907.00. This project is being funded by the Cheek Remodel Room 209 budget.

**July 21, 2014**

**Storm Water Detention Repairs  
Parking Lot 19A**

A contract was signed with CJW Transportation Consultants, LLC for services to allow investigation of the existing storm water detention in Lot 19A to determine whether the trench drain and associated underground pipes should be repaired, replaced, or eliminated. The hourly not-to-exceed fee for the consultant's work is \$2,985.00. This project is being funded by the Lot 19A Storm Water Detention budget.

July 22, 2014

**Kiln and Paint Abatement, Room 120  
Hill Hall**

**Project Budget  
\$8,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$7,567.30. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project includes asbestos abatement and removal of the lead paint associated with the kiln in Room 120 of Hill Hall.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	7,567.30
Project Administration	132.70
Construction Contingency	300.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$8,000.00</b>

This project is being funded by the Environmental Management and Ellis Hall Relocation budget.

July 23, 2014

**Renovation of Third Floor – Phase I  
Robert W. Plaster Student Union**

**Project Budget  
\$686,000.00**

A change order was signed with Bailey Company, LLC in the amount of \$9,902.00. This is the second change order on this project. Work added under this change order includes installation of roller shades in the meeting rooms, modifications to the base trim, and additional painting. The contract amount will be increased to \$374,467.00 and thirty calendar days will be added to the contract completion date. This project is being funded by the Plaster Student Union Third Floor Refresh Phase I budget.

**Record Flow Data for Exhaust and Ventilation Systems  
Sunvilla Tower**

**Project Budget  
\$6,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$5,567.15. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project includes measuring the supply and exhaust air flow that is conveyed down the air shaft adjacent to the elevators.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	5,567.15
Project Administration	225.00
Construction Contingency	207.85
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$6,000.00</b>

This project is being funded by the Sunvilla Tower Renovation budget.

**Research Air Flow at the Rifle Range  
Hammons Student Center**

**Project Budget  
\$2,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$1,624.38. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project includes measuring the air flow within the rifle range firing lanes.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	1,624.38
Project Administration	333.46
Construction Contingency	42.16
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$2,000.00</b>

This project is being funded by the Hammons Student Center Administration budget.

**Install Kitchen Equipment in the Child Development Center  
Professional Building**

**Project Budget  
\$19,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$12,351.73. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project includes selective demolition and installation of a new sink, faucet, garbage disposal, dishwashing machines, and all associated plumbing and electrical work.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	12,351.73
Project Administration	750.00
Construction Contingency	5,898.27
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$19,000.00</b>

This project is being funded by the Child Development Laboratory School Endowment budget.

**July 29, 2014**

**New Room Entry  
Robert W. Plaster Center for Free Enterprise and Business Development**

**Project Budget  
\$3,000.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$2,092.54. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project provides a new entry in the glass wall located in Room 1020.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	2,092.54
Project Administration	250.00
Construction Contingency	657.46
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$3,000.00</b>

This project is being funded by the Associate Vice President for Economic Development budget.

### **July 31, 2014**

#### **New Construction Student Admissions and Success (Welcome) Center**

A contract was signed with Terracon Consultants, Inc. for material testing and special inspection services in conjunction with the construction of the Student Admissions and Success (Welcome) Center. The fixed fee for the consultant's work is \$32,998.00. This project is being funded by the University Welcome Center budget.

#### **Acceleration Lane William H. Darr Agricultural Center**

**Project Budget  
\$268,000.00**

Bids were received on July 1, 2014 for construction of a new acceleration lane at the entrance to the William H. Darr Agricultural Center on Kansas Expressway at Broadmoor Street. Following the July Board of Governors' Executive Committee meeting, a notice to proceed was issued to Hunter Chase and Associates, Inc. in the amount of \$115,766.00. This project is being funded by existing grant accounts through the Missouri Department of Transportation. The funds are "Grant Reimbursables" provided by the Federal Highway Administration, Department of Transportation, via the Missouri Department of Transportation.

III.C.2.

**RECOMMENDED ACTION** - Approval of Activity Report for the month of August 2014.

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 August 2014, as presented by Planning, Design & Construction, be accepted and approved.

**VOTE:**        **AYE** \_\_\_\_\_

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

**COMMENTS:**

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

It is recommended that the attached report be accepted.

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

**August 2014**

This report documents activities managed by Planning, Design & Construction for the month of August 2014. The projects listed here may be for a budget level that does not require formal action by the Board of Governors. Any and all project bids, notices to proceed, approved change orders, and activity on consultant contracts are listed on this monthly activity report.

**August 4, 2014**

**Modifications to Rooms 217 and 808  
Hammons House**

**Project Budget  
\$4,260.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$3,761.95. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project renovates a handicap accessible shower surround in Room 217 and provides grab bars for a bathtub in Room 808 at Hammons House.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	3,761.95
Project Administration	98.05
Construction Contingency	400.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$4,260.00</b>

This project is being funded by the Residence Life Refurbishing budget.

**New Construction  
Occupational Therapy Building**

A contract was signed with Kenneth H. Lemp Elevator Consultant, Inc. for services in conjunction with the installation of an elevator in the Occupational Therapy Building. The fixed fee for the consultant's work is \$8,050.00. This project is being funded by the Occupational Therapy Building budget.

**August 5, 2014**

**FY14 Preventative Maintenance  
Parking Lots**

**Project Budget  
\$180,000.00**

A change order was signed with Ball Paving, Inc. in the amount of \$31,145.33. This is the second change order on this project. Work added under this change order includes filling potholes on Florence Avenue and additional striping in Lots 29 and 8. The contract amount will be increased to \$133,015.33. This project is being funded by the Public Safety – Parking Lots budget.

August 7, 2014

**Athletic and Recreation Field Improvements  
Springfield Campus**

**Project Budget  
\$27,072,076.00**

A change order was signed with DeWitt & Associates, Inc. in the amount of \$987,733.00. This is the fourth change order on this project. Work added under this change order revises the irrigation controllers, relocates existing light poles at various venues, and constructs Bearfest Village including the Bill O'Neill Gateway. The contract amount will be increased to \$25,029,532.00. Additionally, twenty-one calendar days will be added to the contract completion date for the track and soccer field and fifteen calendar days will be added to the contract completion date for the sand volleyball courts. This project is being funded by the President's Program Enhancement, Administrative and Information Services, and Allison Fields Signage Foundation budgets.

**Furniture Installation  
Brick City, Building 1**

**Project Budget  
\$8,500.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$7,304.85. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project installs owner provided seminar seating in room 312.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	7,304.85
Project Administration	195.15
Construction Contingency	1,000.00
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	0.00
<b>Total Project Budget</b>	<b>\$8,500.00</b>

This project is being funded by the Furniture and Fixtures budget.

**FY14 Preventative Maintenance  
Parking Lots**

**Project Budget  
\$180,000.00**

A change order was signed with Ball Paving, Inc. in the amount of \$8,833.00. This is the third change order on this project. Work added under this change order restripes Lot 40, performs a test seal on Lots 22 and 24, and repairs the basketball court located at Greenwood Laboratory School. The contract amount will be increased to \$141,848.33 and nine calendar days will be added to the contract completion date. This project is being funded by the Public Safety – Parking Lots budget.

**Replace Scoreboard Wrap  
Robert W. Plaster Stadium**

**Project Budget  
\$8,500.00**

A change order was signed with Kenmar Construction, Inc. for extension of the contract completion date by seven calendar days. This is the first change order on this project. This change order revises the completion date due to a manufacturing delay of the graphics. The contract amount will remain unchanged at \$7,508.48. This work is being funded by the Plaster Sports Complex budget.

**August 12, 2014**

**ADA Improvements  
Springfield Campus**

**Project Budget  
\$235,000.00**

A change order was signed with Bales Construction Company, Inc. in the amount of \$47,045.00. This is the first change order on this project. Work added under this change order includes additional concrete work at Baker Bookstore, additional sidewalk work, and the extension of a condensate drain. The contract amount will be increased to \$155,045.00. This project is being funded by the ADA Improvements budget.

**Renovate Computer Lab 209  
Cheek Hall**

**Project Budget  
\$66,000.00**

A change order was signed with Trotter Construction, LLC in the amount of \$2,152.51. This is the second change order on this project. Work under this change order provides six additional ceiling mounted light fixtures, rewires existing banks of lights, and provides fire stop plugs for additional floor penetrations discovered during construction. The contract amount will be increased to \$48,059.51. This project is being funded by the Cheek Remodel Room 209 budget.

**August 13, 2014**

**2014 Residence Life Refurbishing  
Kentwood Hall**

**Project Budget  
\$2,520,030.00**

A change order was signed with Carson-Mitchell, Inc. in the amount of \$92,924.63. This is the second change order on this project. Work added under this change order includes installation of additional light fixtures, modifications to ductwork, installation of additional carpet and tile, painting of an interior stairwell, and painting of exterior items at the entrance terrace. The contract amount will be increased to \$1,880,518.65. This project is being funded by the Renovate Kentwood Refurbishing budget.

**August 15, 2014**

**Missouri Public Affairs Hall of Fame  
Student Admissions and Success (Welcome) Center**

A contract was signed with Dake | Wells Architecture for services in conjunction with the development of concepts for the Public Affairs Hall of Fame at the Student Admissions and Success (Welcome) Center. The fixed fee for the consultant's work is \$5,300.00. This project is being funded by the University Welcome Center budget.

**August 19, 2014**

**Interior Opening  
Robert W. Plaster Center for Free Enterprise and Business Development**

**Project Budget  
\$5,500.00**

A change order was signed with Kenmar Construction, Inc. in the amount of \$2,850.00. This is the first change order on this project. Work added under this change order provides additional conduit for new data connections in room 1025. The contract amount will be increased to \$5,232.88 and forty-three calendar days will be added to the contract completion date. This project is being funded by the Associate Vice President for Economic Development budget.



**Renovation of Third Floor – Phase I  
Robert W. Plaster Student Union**

**Project Budget  
\$686,000.00**

A change order was signed with Bailey Company, LLC for a deduct in the amount of (\$3,886.00). This is the third change order on this project. This change order eliminates painting of several areas found throughout the third floor of Plaster Student Union. The contract amount will be decreased to \$370,581.00. This project is being funded by the Plaster Student Union Third Floor Refresh Phase I budget.

**Renovation of Third Floor – Phase I  
Robert W. Plaster Student Union**

**Project Budget  
\$686,000.00**

A change order was signed with Bailey Company, LLC in the amount of \$647.00. This is the fourth change order on this project. Work added under this change order includes the replacement of a wall graphic located on the third floor of Plaster Student Union. The contract amount will be increased to \$371,228.00. This project is being funded by the Plaster Student Union Third Floor Refresh Phase I budget.

**August 20, 2014**

**Roof Replacement  
Kellett Hall, West Plains Campus**

**Project Budget  
\$100,400.00**

Bids were received on July 24, 2014 to remove and replace the roof at Kellett Hall on the West Plains campus. Following the August Board of Governors' Executive Committee meeting, a notice to proceed was issued to Rio Contracting, LLC in the amount of \$85,117.00. This project is being funded by the West Plains Chancellor's Contingency budget and reserves.

**Exterior Repairs to the Penthouse  
Meyer Library**

**Project Budget  
\$120,000.00**

Bids were received on July 31, 2014 to repair the western mechanical penthouse at Meyer Library to resolve water infiltration issues. Following the August Board of Governors' Executive Committee meeting, a notice to proceed was issued to Rio Contracting, LLC in the amount of \$74,950.00. This project is being funded by the Meyer Library Penthouse budget.

**August 22, 2014**

**Floor Improvements  
Blair-Shannon Dining Center**

**Project Budget  
\$72,000.00**

A change order was signed with Bales Construction Company, Inc. in the amount of \$1,489.00. This is the second change order on this project. Work added under this change order provides transition strips at the entrance. The contract amount will be increased to \$64,332.50. This project is being funded by the Residence Life Refurbishing budget.

**August 25, 2014**

**Window Modifications  
Cheek Hall**

**Project Budget  
\$2,300.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$1,770.35. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project provides a window film on the exterior of the east facing windows located on the second floor to reduce excessive heat gain from the sun.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	1,770.35
Project Administration	264.10
Construction Contingency	265.55
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$2,300.00</b>

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

**August 27, 2014**

**Asbestos Investigation  
Sunvilla Tower**

**Project Budget  
\$800.00**

A notice to proceed was issued to Kenmar Construction, Inc. in the amount of \$584.29. This project was issued under the FY15 Job Order Contracting Services agreement. Work under this project cut an inspection hole in the restroom located on the seventh floor so that bid documents could be generated correctly for the ACM Removal project at Sunvilla Tower.

The project budget has been established as follows:

<b>Project Budget</b>	
Consulting Fees	\$ 0.00
Construction Contracts	584.29
Project Administration	100.00
Construction Contingency	115.71
Furniture, Fixtures, and Equipment	0.00
Telecommunications	0.00
Relocation Costs	<u>0.00</u>
<b>Total Project Budget</b>	<b>\$800.00</b>

This project is being funded by the Sunvilla Tower Renovation budget.

**August 28, 2014**

**New Construction  
Occupational Therapy Building**

Following the August Board of Governors' Executive Committee meeting, a contract was signed with Palmerton & Parrish, Inc. for material testing and special inspection services in conjunction with the construction of the Occupational Therapy Building. The hourly not-to-exceed fee for the consultant's work is \$63,756.00. This project is being funded by the Occupational Therapy Building budget.

**ADA Improvements  
Springfield Campus**

**Project Budget  
\$235,000.00**

A change order was signed with Bales Construction Company, Inc. for a deduct in the amount of (\$15,758.00). This is the second change order on this project. This change order eliminated concrete work at Ellis Hall, Wells House, Karls Hall and Bear Boulevard. The contract amount will be decreased to \$139,287.00. This project is being funded by the ADA Improvements budget.

MISSOURI STATE UNIVERSITY

III.D.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>
Amanda Keys	Assistant Professor School of Social Work	\$52,000 annually	08/11/14
Samantha Mosier	Assistant Professor Political Science	\$54,000 annually	08/11/14
Duany Ramos	Instructor Greenwood Lab School	\$35,000 annually	08/11/14
Vanessa Rodriguez de la Vega	Assistant Professor Modern & Classical Languages	\$51,000 annually	08/11/14
Gary Ward	Assistant Professor Sports Medicine & Athletic Training (50% appointment)	\$35,364 annually	08/18/14
Michael Goerndt	Assistant Professor Agriculture	\$58,000 annually	12/01/14

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Cameron Griffith	Instructor Sociology & Anthropology	\$30,000 annually	08/11/14 05/15/15
Michael LaMontagne	Visiting Assistant Professor Biology	\$48,000 annually	08/11/14 05/15/15
Thomas Ringenberg	Visiting Instructor Political Science	\$35,000 annually	08/11/14 05/15/15
Shelby Setzer	Visiting Instructor Greenwood Lab School	\$34,000 annually	08/11/14 05/15/15

Academic Personnel Board Actions, cont'd.

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Dwayne Walker	Visiting Clinical Instructor School of Social Work	\$40,000 annually	08/11/14 05/15/15
Kevin James	Exchange Instructor Qingdao, China	\$18,000 annually	08/18/14 06/30/15

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Supplemental Non-teaching Payments)

(See Addendum E for Graduate Assistant Appointments)

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Renee Ehrenstrom	Visiting Instructor Biomedical Sciences	05/16/14
Ye Wang	Associate Professor Communication Sciences & Disorders	05/16/14
Donna Gloe	Assistant Professor Nursing	08/08/14
Tracie Burt	Senior Instructor Psychology	08/15/14

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Donald Smith	Clinical Instructor Reading, Foundations & Technology	05/16/14

Academic Personnel Board Actions, cont'd.

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Marc Cooper	Professor History	12/12/14
Timothy Bender	Professor Psychology	05/15/15
Michael Ellis	Professor English	05/15/15
Robert Quebbeman	Professor Music	05/15/15

**NON REAPPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Diane Buatte	Visiting Professor Childhood Education & Family Studies	05/16/14
Jennifer Stoessner	Instructor Theatre & Dance	05/16/14
Eric Tague	Visiting Instructor Chemistry	05/16/14

**LEAVE WITH PAY:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
James Lampe	Professor	08/18/14
	School of Accountancy	12/12/14

**SABBATICALS:**

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

Brooke Whisenhunt                      Professor, Psychology  
 Academic Year 2014-2015  
 “Development and Efficacy of a Digital Learning Program for Introductory Psychology.”

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Michele Day	From: Assistant Professor	Change of Status	07/01/14
	School of Social Work \$55,166 annually		07/31/14
Michele Day	To: Interim Director	Continuation of Appointment	08/01/14
	School of Social Work Associate Professor School of Social Work \$61,068 annually (\$2,131 monthly supplemental)		06/30/15
Ryan Giedd	From: Distinguished Professor Physics, Astronomy & Materials Science	Change of Status	08/01/14
	To: Faculty Emeritus Physics, Astronomy & Materials Science		

Robert Jones	From: Professor Psychology \$86,150 annually	Change of Status	08/01/14
	To: Interim Department Head Psychology Professor Psychology \$86,150 annually (\$1,956 monthly supplemental)		
Robert Whitaker	From: Professor Physics, Astronomy & Materials Science	Change of Status	08/01/14
	To: Faculty Emeritus Physics, Astronomy & Materials Science		

**REAPPOINTMENTS:**

Non-tenured, unranked faculty, effective August 11, 2014 through May 15, 2015, unless otherwise noted.

COLLEGE OF BUSINESS

Department of Management

Michael Merrigan

Clinical Assistant Professor

COLLEGE OF EDUCATION

Department of Childhood Education and Family Studies

Candace Fairbairn

Clinical Instructor

Melissa Schotthofer

Instructor

Cara Smith

Instructor

Myrna Walker

Clinical Instructor

Joretta Wilcox

Clinical Instructor

Gina Wood

Instructor



Greenwood Lab School

Tara Bonebrake

Instructor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of History

Serder Payraz

Visiting Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCE

Department of Biology

Laura Bowe

Instructor

**PROMOTIONS:**

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

(Effective August 11, 2014 unless otherwise noted)

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Kimberly Roam

Clinical Instructor

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

\_\_\_\_\_ Nay

**COMMENTS:**

**Amanda Keys, Assistant Professor, Social Work**

Ph.D. University of Missouri, 2013  
M.S.W. Missouri State University, 2005  
B.S. Missouri State University, 2001

Experience: 2011 – 2014, Instructor, Southwest Baptist University, Bolivar, Missouri; 2005 – 2001, Field Instructor, Missouri Baptist Children's Home Children and Family Ministries.

**Samantha Mosier, Assistant Professor, Political Science**

Ph.D. Colorado State University, 2014  
M.P.A. Auburn University, 2009  
B.A. Huntingdon College, 2007

Experience: 2013, Instructor, Colorado State University, Fort Collins, Colorado; 2009 – present, Graduate Teaching Assistant, Colorado State University; 2008 – 2009, Graduate Research Assistant, Auburn University, Montgomery, Alabama.

**Duany Ramos, Instructor, Greenwood Laboratory School**

B.S.Ed. Missouri State University, 2013

Experience: 2011 – present, Private Spanish Classes, Springfield, Missouri; 2013, Student Teacher, Kickapoo High School, Springfield, Missouri; 2013, Spanish Teacher, Little Spanish Playschool, Springfield, Missouri; 2011 – 2013, Substitute Teacher, Child Development Center, Missouri State University, Springfield, Missouri; 2014 – present, Graduate Assistant, Hispanic Outreach Initiative, Missouri State University, Springfield, Missouri.

**Vanessa Rodriquez de la Vega, Assistant Professor, Modern & Classical Languages**

Ph.D. Texas Tech University, 2013  
M.A. West Virginia University, 2005  
B.A. Universidad de Valladolid, Spain, 2003

Experience: 2012 – present, Assistant Professor, Missouri Southern State University, Joplin, Missouri; 2009 – 2012, Graduate Part-time Instructor, Texas Tech University, Lubbock, Texas; 2005 – 2008, Instructor, Truman State University, Kirksville, Missouri; 2003 – 2005, Graduate Teaching Assistant, West Virginia University, Morgantown, West Virginia.

**Michael Goerndt, Assistant Professor, Agriculture**

Ph.D. Oregon State University, 2010

M.S. (Statistics) Oregon State University, 2009

M.S. (Forest Biometrics) Iowa State University, 2005

B.S. Iowa State University, 2003

Experience: 2010 – present, Postdoctoral Fellow, Missouri University, Columbia, Missouri; 2010 – 2013, Guest Lecturer/Substitute Instructor, University of Missouri, Columbia, Missouri; 2006 – 2008, Teaching Assistant, Iowa State University, Ames, Iowa; 2005 – 2010, Graduate Research Assistant, Oregon State University, Corvallis, Oregon; 2004, Guest Lecturer/Substitute Instructor, Iowa State University, Ames, Iowa; 2003 – 2005, Graduate Research Assistant, Iowa State University, Ames, Iowa; 2001 – 2004, Teaching Assistant, Iowa State University.

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the fall semester August 18, 2014 through December 12, 2014.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adaboh, Stephen	Chemistry	\$4,242.00
Adams, Jodie	Kinesiology	\$2,445.00
Adler, Aaron	Physical Therapy	\$1,830.00
Aho, Kyle	Music	\$4,338.00
Aleshire, Tabitha	Social Work	\$2,445.00
Anderson, Jason	Counseling, Leadership & Special Education	\$2,745.00
Arciniegas, Guillermo	Modern & Classical Languages	\$4,896.00
Ashbaugh, Lara	Psychology	\$2,445.00
Augustson, Darice	Music	\$2,171.00
Babbitt, Kevin	Communication	\$5,390.00
Babbitt, Richele	Social Work	\$2,445.00
Babusa, Emily	Mathematics	\$3,250.00
Bacon, Karen	Communication Sciences & Disorders	\$2,445.00
Baedke, Jesse	Biomedical Sciences	\$3,000.00
Baker, Joann	Communication Sciences & Disorders	\$ 815.00
Ball, Zachary	Physical Therapy	\$ 915.00
Baltes, Jennifer	Psychology	\$4,075.00
Barker, Michael	Physical Therapy	\$3,045.00
Barnett, Helen	Sociology & Anthropology	\$4,290.00
Baum, Allicia	Psychology	\$2,745.00
Bell, Conrad	Computer Science	\$2,250.00
Bennett, Susan L.	Theatre & Dance	\$4,483.00
Bergant, Amy	Modern & Classical Languages	\$4,896.00
Bills, Karen	Childhood Ed & Family Studies	\$ 750.00
Blookworth, Julie	Theatre & Dance	\$2,145.00
Boon, Austin	Psychology	\$4,890.00
Boone, Tonya	Social Work	\$2,445.00
Borich, Michael	Media, Journalism & Film	\$2,448.00
Borovicka, Joseph	Art & Design	\$2,162.00
Botsford, Diana	Media, Journalism & Film	\$8,533.00
Boyer, Luke	Counseling, Leadership & Special Education	\$1,373.00
Boyt, Tamera	Childhood Ed & Family Studies	\$2,445.00
	Reading, Foundations & Technology	\$2,445.00
Brame, Erika	Media, Journalism & Film	\$5,508.00
Brammer, Ronald	Music	\$2,145.00

Academic Personnel Board Actions, cont'd.

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Breshears, Mary	History	\$4,896.00
Brewer, Charles	Kinesiology	\$1,370.00
Brocaille, Nicole	Psychology	\$4,890.00
Broekhoven, Jeff	Art & Design	\$4,896.00
Brown, Bryan	Communication	\$6,907.00
Brown, Gina	Childhood Ed & Family Studies	\$1,375.00
Brown, Paula	Counseling, Leadership & Special Education	\$2,745.00
Buatte, Diane	COE-Educational Field Experiences	\$ 815.00
Buckner, John Wordy	Music	\$ 600.00
Buergler, Melanie	Psychology	\$2,445.00
Burk, Sean	Biomedical Sciences	\$3,900.00
Burmood, Jacob	Art & Design	\$6,324.00
Burnett, Thomas	Kinesiology	\$2,508.00
Burt, Tracie	Psychology	\$ 915.00
Bush, Rachel	Theatre & Dance	\$2,145.00
Bylander, Cynthia	Art & Design	\$5,508.00
Byrd, Wanda	Childhood Ed & Family Studies	\$2,445.00
	COE-Educational Field Experiences	\$2,038.00
Cameron, Paul	Biomedical Sciences	\$7,950.00
Campbell, Stephanie	Psychology	\$2,745.00
Carney, Donna	Communication Sciences & Disorders	\$2,445.00
Carroll, Kristen	English	\$4,896.00
Choate, Lenetta	Psychology	\$2,745.00
Christensen, Don	Counseling, Leadership & Special Education	\$2,745.00
Clemons, Lachelle	Counseling, Leadership & Special Education	\$4,095.00
Cleveland, Kristen	Physical Therapy	\$5,490.00
Cline, Gabriel	Psychology	\$5,490.00
Closser, Cole	Art & Design	\$4,896.00
Cobb, Claire	Childhood Ed & Family Studies	\$4,890.00
Coker, Whitney	Communication	\$6,380.00
Coleman, Teresa	Counseling, Leadership & Special Education	\$2,445.00
Collins, Miles	Mathematics	\$1,000.00
Colson, Rebecca	Social Work	\$2,445.00
Conley, Courtney	Kinesiology	\$1,064.00
Conrad, Kimberly	Psychology	\$2,445.00
Cook, Heather	English	\$2,448.00
Costello, Levi	Communication	\$4,290.00
Cox, Patricia	Music	\$ 800.00
Crosby, Shannon	Biomedical Sciences	\$6,000.00
Crouch, Wedge	Communication	\$5,508.00
Cummins, Shirley	COE-Educational Field Experiences	\$3,260.00

## Academic Personnel Board Actions, cont'd.

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Curry, Natalie	Social Work	\$2,445.00
Cypret, Kristen	Modern & Classical Languages	\$4,896.00
Davis, Jason	Chemistry	\$4,848.00
Dempsey, Christina	Nursing	\$5,000.00
DeWater, Shanna	Nursing	\$3,000.00
Dixon, Stephanie	Psychology	\$4,890.00
Dou, Xiaozheng	Chemistry	\$4,848.00
Downs, Deborah	Kinesiology	\$1,862.00
Duffel, Christy	Social Work	\$2,445.00
Dunn, Darin	Social Work	\$2,445.00
Edington, Leann	COE-Educational Field Experiences	\$2,038.00
Egbert, Polly	Communication Sciences & Disorders	\$2,445.00
Elliston, Hiromi	Foreign Language Institute	\$ 800.00
England, Paula	Childhood Ed & Family Studies	\$4,890.00
Fan, Jinzi	Foreign Language Institute	\$ 500.00
Fielding, Steve	Art & Design	\$5,508.00
Foster, Jeffrey	Psychology	\$2,745.00
Frauenhoffer, Megan	Art & Design	\$6,324.00
Frederick, Gretchen	Childhood Ed & Family Studies	\$ 700.00
Frew, Morgan	Art & Design	\$6,324.00
Frietze, Joseph	Psychology	\$3,490.00
George, Larry	Honor's College	\$2,400.00
Gerasimchuk-Djordjevic, Maria	Art & Design	\$2,448.00
Getchell, John	Social Work	\$4,890.00
Gibson, Melissa	Childhood Ed & Family Studies	\$2,445.00
Gietzen, Katherine	Physics, Astronomy & Materials Science	\$4,500.00
Gilbreth, Stephen	Counseling, Leadership & Special Education	\$5,490.00
Gillis, Derek	Chemistry	\$2,424.00
Gonzalez-Rubio, Victoria	COE-Educational Field Experiences	\$2,038.00
Goodwin, Andy	Art & Design	\$4,896.00
Gratton, Andrew	Technology & Construction Management	\$3,000.00
Green, Rose Mary	COE-Educational Field Experiences	\$5,883.00
Grindstaff, Matthew	Communication	\$4,290.00
Grisham, Craig	Agriculture	\$1,800.00
Groves, Gregory	Finance & General Business	\$3,300.00
Groves, Jeffrey	Political Science	\$5,380.00
Hackenwerth, William	Counseling, Leadership & Special Education	\$2,745.00
Hallam, Patty	COE-Educational Field Experiences	\$ 815.00
Hammer, Debbie	Childhood Ed & Family Studies	\$4,890.00
Hammons, David	Marketing	\$8,100.00
Han, Eugene	Counseling, Leadership & Special Education	\$4,200.00

## Academic Personnel Board Actions, cont'd.

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Happel, Rachel	Psychology	\$2,445.00
Haring, Katherine	Communication	\$2,145.00
Harrison, Glenda	Sociology & Anthropology	\$1,870.00
Herman, Gary	Sports Medicine & Athletic Training	\$2,295.00
Herrell, Justin	Counseling, Leadership & Special Education	\$2,745.00
Herring, Sean	English	\$5,508.00
Hesser, Patti	Communication Sciences & Disorders	\$2,445.00
Hetzler, Brandon	Sports Medicine & Athletic Training	\$4,800.00
Hillgren, Katherine	Psychology	\$4,890.00
Himes, Marcia	Physical Therapy	\$2,745.00
Hines, James	Outreach	\$3,000.00
Hoang, Tung	Chemistry	\$4,848.00
Hobbs, Lacy	Agriculture	\$3,600.00
Hogan, Joy	Kinesiology	\$1,370.00
Holaday, Deanna	Hospitality & Restaurant Administration	\$1,968.00
Holcomb, Kazumi	Foreign Language Institute	\$ 600.00
Holtmeyer, William J.	Counseling, Leadership & Special Education	\$2,445.00
Hooker, Tristan	English	\$2,448.00
Houpt, James	Physical Therapy	\$1,000.00
House, Sandra	Communication	\$5,579.00
Houser, Brett	English	\$4,896.00
Howard, Jason	Communication	\$4,290.00
Ice, Whitney	English	\$2,448.00
	Theatre & Dance	\$2,145.00
Inman, Kristopher	Communication	\$2,145.00
Jackson, Robert	Physics, Astronomy & Materials Science	\$3,000.00
Jackson, Wendy	Social Work	\$4,890.00
Jacobs, Stephanie	Chemistry	\$1,716.00
Jacobson, Carol	English	\$2,550.00
Jamieson, Rachel	Theatre & Dance	\$4,896.00
Jeffs, Ken	Music	\$1,200.00
Johansen, Jamie	Agriculture	\$2,100.00
Johnson, Stephen	Counseling, Leadership & Special Education	\$2,445.00
Johnston, Glenda	Mathematics	\$2,400.00
Johnston, Kristina	Psychology	\$4,890.00
Jones, Elaine	Technology & Construction Management	\$3,300.00
Jones, Linda	COE-Educational Field Experiences	\$1,630.00
Jordan, Billy	Communication	\$2,448.00
Kalil, Jamie	Art & Design	\$2,448.00
Kear, Dennis	Reading, Foundations & Technology	\$3,795.00
Keeling, Russell	Communication	\$4,861.00

Academic Personnel Board Actions, cont'd.

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Kennell, Everett	Media, Journalism & Film	\$4,896.00
Khojasteh, Morgan	Communication	\$4,290.00
Kimura, Clyde	Kinesiology	\$2,454.00
Kincaid, Jennifer	Psychology	\$2,445.00
Kirchner, Lisa	Chemistry	\$4,848.00
Kissinger, Rodney	COE-Educational Field Experiences	\$ 408.00
Kitchin, Jonathan	English	\$2,550.00
Knaup, Kayce	Counseling, Leadership & Special Education	\$4,395.00
Knox, Timothy	English	\$2,550.00
Kopp, Kevin	Counseling, Leadership & Special Education	\$1,830.00
Krakow, Jeffrey	English	\$2,448.00
Krumme, Gregg	Biomedical Sciences	\$3,260.00
Laken, Brenda	Counseling, Leadership & Special Education	\$4,560.00
Lamb, Christopher	Computer Information Systems	\$3,000.00
Lambert, Lauren	Communication	\$5,995.00
Land, Andrea N.	Art & Design	\$3,162.00
Leggitt, Stephen	Media, Journalism & Film	\$3,909.00
Limcher, Jenny	Foreign Language Institute	\$2,448.00
Lineberry, Susan	Childhood Ed & Family Studies	\$2,445.00
Lines, Samuel	Art & Design	\$2,448.00
Liu, Fan	Foreign Language Institute	\$1,000.00
Loethen, Ann	Counseling, Leadership & Special Education	\$2,445.00
Long, Beverly	Social Work	\$2,445.00
Lord, Patrick	Psychology	\$5,490.00
Loudis, Anthony	Media, Journalism & Film	\$2,754.00
Lueckenotto, Stephanie	Communication Sciences & Disorders	\$2,445.00
Maas, Richard	Physical Therapy	\$1,830.00
Magers, Crystal	Childhood Ed & Family Studies	\$2,445.00
Mallahan, Carly	Music	\$2,145.00
Maloney, J. Jeff	Psychology	\$8,016.00
Manley, Heather	Psychology	\$4,890.00
Markusic, James	Psychology	\$5,490.00
Marshall, Pamela	Counseling, Leadership & Special Education	\$2,445.00
Martinez, Mark	Communication	\$2,145.00
	Media, Journalism & Film	\$2,754.00
Massey, Lance	English	\$ 254.00
Mattix, Lora	Outreach	\$2,754.00
Maxfield, Michael	Media, Journalism & Film	\$2,754.00
Maxwell, Morgan	Psychology	\$4,890.00
Mayhall, Nancy	COE-Educational Field Experiences	\$4,923.00
McBride, Nancy	Counseling, Leadership & Special Education	\$5,490.00



Academic Personnel Board Actions, cont'd.

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McConnell, Audra	Social Work	\$2,445.00
McElmurry, Robert	English	\$2,448.00
McMullin, Mary	Childhood Ed & Family Studies	\$2,445.00
McNew, Sarah	Psychology	\$5,490.00
McRae, Jennifer	Sports Medicine & Athletic Training	\$2,295.00
Mehrhoff, Farida	Biomedical Sciences	\$9,600.00
Melton, Cynthia	Social Work	\$2,445.00
Melton, John	History	\$3,264.00
Metcalf, Holly	Communication Sciences & Disorders	\$2,445.00
Miller, Arden	Psychology	\$5,793.00
Miller, Myra	Management	\$6,600.00
Mitchell, Shauna	Criminology & Criminal Justice	\$2,420.00
Moore, Cynthia	Art & Design	\$6,324.00
Moore, Dale	Media, Journalism & Film	\$2,754.00
Moore, Kenneth	Art & Design	\$2,448.00
Mostyn, Christopher	Art & Design	\$2,448.00
Munoz, Leigh	Music	\$1,530.00
Munson, Derek	Theatre & Dance	\$4,290.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$6,760.00
Murray, Kathy	Music	\$4,590.00
Nelson, Jacob	Technology & Construction Management	\$3,000.00
Nichols, Carl	Childhood Ed & Family Studies	\$2,445.00
Nicholson, Shannon	Psychology	\$4,890.00
Niekamp, Melissa	Nursing	\$2,745.00
Niere, Carole	COE-Educational Field Experiences	\$3,668.00
Nivens, Jesse	Art & Design	\$2,448.00
Norvell Johnson, Barbara	Childhood Ed & Family Studies	\$3,570.00
Nye, Kimberly A.	Counseling, Leadership & Special Education	\$1,630.00
Ochieng, Marrie	Art & Design	\$4,896.00
Page, Cheryl	Communication Sciences & Disorders	\$2,445.00
Parker, Lane	Technology & Construction Management	\$6,000.00
Parker, Tracey	English	\$4,896.00
Parrish, Matthew	Media, Journalism & Film	\$2,754.00
Parry, Carla	Childhood Ed & Family Studies	\$1,222.00
Payne, Heather	English	\$2,448.00
Pearson, Annie	Agriculture	\$ 60.00
Pennington, David	Communication	\$7,182.00
Pereira, Angela	Social Work	\$2,445.00
Peterson, Don	Kinesiology	\$1,370.00
Philibert, Nanette	Management	\$3,300.00
Piland, Sherry	Art & Design	\$3,162.00

Academic Personnel Board Actions, cont'd.

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Porter, Patricia	Technology & Construction Management	\$6,000.00
Prosono, Marvin	Sociology & Anthropology	\$2,420.00
Puzach, Cheryl	Criminology & Criminal Justice	\$3,000.00
Qualls, Lisa	Music	\$4,896.00
Quirk, Brady	Counseling, Leadership & Special Education	\$3,480.00
Rakowski, Karen	Sports Medicine & Athletic Training	\$4,800.00
Rapp, Kelly	Psychology	\$5,490.00
Rasmussen, Jamie	Criminology & Criminal Justice	\$1,870.00
Reed, Joel	Communication	\$6,270.00
Reeder, Travis	Biology	\$3,028.00
Rideout, Jennifer	Sociology & Anthropology	\$1,925.00
Rippee, Reeda	Counseling, Leadership & Special Education	\$3,050.00
Roberts, Joseph	Mathematics	\$1,000.00
Roberts, Oakleigh	Communication	\$2,754.00
Roebke, Jane	COE-Educational Field Experiences	\$2,445.00
Roods, Beverly	COE-Educational Field Experiences	\$1,630.00
Roop, Jared	Chemistry	\$1,616.00
Rosen O'Neal, Meganne	Art & Design	\$2,754.00
Ross, Amy	Counseling, Leadership & Special Education	\$2,445.00
Ross, Erin	Music	\$1,430.00
Rossetti, Anthony	Counseling, Leadership & Special Education	\$2,745.00
Roth, Daniel	Physical Therapy	\$1,000.00
Rowan, Ashley	English	\$2,145.00
Ruggiero, Giulianella	Foreign Language Institute	\$ 200.00
Rugh, Nancy	COE-Educational Field Experiences	\$3,260.00
Russell, Timothy	Agriculture	\$ 900.00
Sachetta, Kerry	Counseling, Leadership & Special Education	\$2,745.00
Salchow, Jason	Agriculture	\$4,200.00
Scales, Megan	Sociology & Anthropology	\$6,957.00
Schilling, Michael	Media, Journalism & Film	\$2,448.00
Schlinder, Kelly	Foreign Language Institute	\$5,296.00
Schulte, Keith	COE-Educational Field Experiences	\$4,072.00
Scott, Vicky	Music	\$3,264.00
Senovich, Samuel	Art & Design	\$4,896.00
Senter, Pamela	Art & Design	\$6,324.00
Shermer, Aundrayah	Counseling, Leadership & Special Education	\$ 410.00
Shook, Ryan	Chemistry	\$6,060.00
Shumaker, Michael	Agriculture	\$3,600.00
Simpson, Aaron	Chemistry	\$4,848.00
Sly, James	Physics, Astronomy & Materials Science	\$2,250.00
	Psychology	\$4,890.00

## Academic Personnel Board Actions, cont'd.

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Smith, Karen S.	Counseling, Leadership & Special Education	\$2,895.00
Smith, Peter	Agriculture	\$3,600.00
Smith, Sean	Technology & Construction Management	\$3,000.00
Smith, Susan	Political Science	\$5,335.00
Spangler, Kate	Communication	\$4,896.00
St. Pierre, Laurine	Music	\$5,554.00
Starnes, David	Theatre & Dance	\$2,145.00
Stevens, Amy	Social Work	\$2,445.00
Stockburger, David	Psychology	\$4,789.00
Stout, Kristen	Communication	\$4,290.00
Stratton, Leonard	Computer Information Systems	\$2,000.00
Sutliff, Jackson	English	\$4,896.00
Taylor, Amanda	Music	\$14,672.00
Teague, Gretchen	Communication	\$2,145.00
Teghtmyer, Nicole	English	\$2,448.00
Thomas, Michael	Kinesiology	\$4,000.00
Thornsberry, Jeanette	Communication Sciences & Disorders	\$2,445.00
Tintocalis, Stacy	English	\$5,508.00
Torcasso, Amy	Kinesiology	\$ 931.00
Trapp, Jeremiah	Social Work	\$2,445.00
Trobisch, Stephen	Modern & Classical Languages	\$5,508.00
Trotman, Robin	Biomedical Sciences	\$1,100.00
Trudeau, Jason	Kinesiology	\$ 931.00
Turner, Mary	Social Work	\$4,890.00
Turpin, Barbara	Psychology	\$4,206.00
Tyra, Dudley	Communication	\$5,060.00
Varava, Kira	Communication	\$6,435.00
Viele, Brian	Geography, Geology & Planning	\$6,800.00
Wagner, Adam	Media, Journalism & Film	\$4,896.00
Walker, Kristen	Music	\$2,145.00
Wall, Patricia	Counseling, Leadership & Special Education	\$3,660.00
Wallace, Leigh	Art & Design	\$6,324.00
Walton, Peggy	Communication	\$4,290.00
Warren, Tana	Psychology	\$4,890.00
Wegenka, Sheila	Communication	\$4,290.00
Weiss, Janet	Physical Therapy	\$ 915.00
Wells, Jeffery	Fashion & Interior Design	\$3,500.00
Wells, Richard	Biology	\$3,785.00
West, Ruth	Social Work	\$2,445.00
Whittaker, Lyle	Agriculture	\$2,400.00
Wilkinson, Jessica	Sports Medicine & Athletic Training	\$2,600.00

Academic Personnel Board Actions, cont'd.

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Williams, Paul	Criminology & Criminal Justice	\$3,000.00
Yancey, Lexie	COE-Educational Field Experiences	\$2,445.00
Yoojin, Jo	Foreign Language Institute	\$ 400.00

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester June 2, 2014 through August 1, 2014**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	Nursing	\$2,550.00
Agnew, William	Counseling, Leadership & Special Education	\$ 220.00
Albaugh, Rickey	Biomedical Sciences	\$5,200.00
Anderson-Ituarte, Julie	Counseling, Leadership & Special Education	\$ 110.00
Aram, Roberta	Study Away	\$6,677.00
Asay, Nancy	Fashion & Interior Design	\$1,080.00
Bailey, Sandra	Fashion & Interior Design	\$1,920.00
Baker, Rebecca	Physics, Astronomy & Materials Science	\$3,500.00
Barnes, Ruth	Study Away	\$2,728.00
Barnhart, Miles	Biology	\$10,000.00
Baumlin, James	English	\$ 500.00
Beckman, Daniel	Biology	\$7,325.00
Benedict-Chambers, Amanda	Childhood Ed & Family Studies	\$3,000.00
Berg, Susan	Nursing	\$ 440.00
Bowe, Laura	Graduate College	\$2,150.00
Brown, David	Childhood Ed & Family Studies	\$2,745.00
Brown, Paula	Counseling, Leadership & Special Education	\$2,745.00
Calfano, Brian	Study Away	\$2,369.00
Casey, Lisa	Theatre & Dance	\$ 840.00
Cornelius-White, Jeffrey	Study Away	\$2,890.00
DePaepe, Paris	Counseling, Leadership & Special Education	\$ 990.00
Dicke, Thomas	History	\$ 500.00
Dollar, Susan	Nursing	\$ 110.00
	Social Work	\$1,485.00
Engler, Karen	Communication Sciences & Disorders	\$ 330.00
Ernce, Keith	Kinesiology	\$6,306.00
Fairbairn, Candace	Childhood Ed & Family Studies	\$2,445.00
Finch, Kim	Counseling, Leadership & Special Education	\$ 280.00
Gebken, Richard	Technology & Construction Management	\$2,365.00
Goeringer, Michael	Counseling, Leadership & Special Education	\$1,210.00
Graves, Carolyn	Nursing	\$3,861.00
Greene, Janice	Study Away	\$1,915.00
Hawkins, April	Counseling, Leadership & Special Education	\$2,745.00
Hays, David	Music	\$ 750.00
Henry, Kristina	Nursing	\$ 605.00

Academic Personnel Board Actions, cont'd.

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Herring, Tara	Geography, Geology & Planning	\$ 150.00
Hinch, Steven	Reading, Foundations & Technology	\$4,501.00
Hubbard, Kevin	Technology & Construction Management	\$11,650.00
Hwang, Chin-feng	Agriculture	\$5,299.00
Jones, Martin	Technology & Construction Management	\$1,705.00
Kenneally, Maria	Nursing	\$ 843.00
Knowles, amy	English	\$1,000.00
MacGregor, Cynthia	Counseling, Leadership & Special Education	\$10,586.00
Mayanovic, Robert	Physics, Astronomy & Materials Science	\$ 500.00
McCracken, Ramey	English	\$ 500.00
Meints, Gary	Chemistry	\$ 500.00
Mitra, Saibal	Study Away	\$2,273.40
Muchnick, Amy	Music	\$ 750.00
Murray, Michael	Music	\$ 750.00
Niekamp, Melissa	Nursing	\$1,375.00
Olsen, Reed	Nursing	\$ 275.00
Onyango, Benjamin	Agriculture	\$5,500.00
Patterson, Kathryn	Nursing	\$ 550.00
Patton, Marciann	Fashion & Interior Design	\$3,960.00
	Study Away	\$3,450.00
Pavlowsky, Robert	Geography, Geology & Planning	\$10,106.00
Payne, Keith	Defense & Strategic Studies	\$8,000.00
Pierson, Matthew	Cooperative Engineering Program	\$ 500.00
Pursley, Jennifer	Mathematics	\$2,365.00
Qiu, Wenping	Study Away	\$ 734.00
Rector, Paula	Criminology & Criminal Justice	\$ 935.00
Reed, Michael	Physics, Astronomy & Materials Science	\$4,124.00
Rimal, Arbindra	Agriculture	\$5,500.00
Robbins, Linda	Counseling, Leadership & Special Education	\$3,245.00
Roberts, Jenifer	Fashion & Interior Design	\$7,000.00
Ryder, Christina	Outreach	\$ 210.00
Sachetta, Kerry	Counseling, Leadership & Special Education	\$2,745.00
Scroggins, Michael	Computer Science	\$ 666.00
Shadrick, Ian	Counseling, Leadership & Special Education	\$1,760.00
Shepard, Jason	Study Away	\$2,100.00
Shermer, Aundrayah	Counseling, Leadership & Special Education	\$1,320.00
Shoumikhin, Andrei	Defense & Strategic Studies	\$ 500.00
Smith, Cara	Study Away	\$3,263.00
Smith, Lucretia	Nursing	\$ 660.00
Smith, Peter	Agriculture	\$ 360.00
Starr, Cathy	Fashion & Interior Design	\$ 240.00

Academic Personnel Board Actions, cont'd.

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Stout, Michael	Sociology & Anthropology	\$4,750.00
Tassin, Kerri	Accountancy	\$14,535.00
Turk, Scott	Computer Science	\$ 888.00
Turner, Jon	Counseling, Leadership & Special Education	\$5,490.00
Utley, Rose	Nursing	\$ 220.00
Walker, Bethany	Study Away	\$2,010.00
Walker, Elizabeth	Agriculture	\$5,100.00
Watson, Robert	Counseling, Leadership & Special Education	\$ 753.00
Wilker, Karl	Agriculture	\$ 130.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$2,805.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	Nursing	\$3,882.00
Adamson, Reesha	Counseling, Leadership & Special Education	\$2,365.00
Anderson, Wayne	Finance & General Business	\$ 660.00
Artman, Amy	Religious Studies	\$2,750.00
Bass, Samuel	Accountancy	\$3,000.00
Baumann, Denise	Counseling, Leadership & Special Education	\$2,745.00
Beatty, Nick	Political Science	\$2,695.00
Bennett, Evan	First-Year Programs	\$2,400.00
Blades, Heather	Communication	\$4,019.00
Bloom, Scott	Economics	\$ 990.00
Bourhis, John	Graduate College	\$1,650.00
Boyd, Carmen	Biomedical Sciences	\$4,814.00
Boyle, Megan	Counseling, Leadership & Special Education	\$ 935.00
Boyle, Michael	Philosophy	\$2,750.00
Brady, Katherine	Marketing	\$2,700.00
Brahnam, S. Berlin	Computer Information Systems	\$3,520.00
Brazeal, LeAnn	Communication	\$1,045.00
Breault, Donna	Childhood Education & Family Studies	\$ 513.00
Breault, Rick	Reading, Foundations & Technology	\$1,815.00
Buchanan, Erin	Honor's College	\$2,400.00
	Psychology	\$2,233.00
Byrd, Sandra	Accountancy	\$8,960.00
Camp, Deanne	Graduate College	\$3,500.00
	Reading, Foundations & Technology	\$6,264.00
Carrington, Terri	Communication Sciences & Disorders	\$1,630.00
Cemore Brigden, Joanna	Childhood Education & Family Studies	\$3,533.00
Chang, Ching-Wen	Reading, Foundations & Technology	\$5,626.00
Claborn, David	Defense & Strategic Studies	\$ 825.00
	Political Science	\$ 880.00
Clements, Jessica	Communication	\$2,145.00
Cooper, Marc	History	\$2,640.00
Cunningham, Denise	Childhood Education & Family Studies	\$4,425.00
DePriest, Christopher	Theatre & Dance	\$2,882.00
Dicke, Thomas	History	\$5,335.00
	First-Year Programs	\$3,200.00
Dillon, Randy	Communication	\$1,155.00



Academic Personnel Board Actions, cont'd.

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Dudash-Buskirk, Elizabeth	Communication	\$1,045.00
Dyer, Samuel	Honor's College	\$2,800.00
Ellickson, Mark	Political Science	\$3,740.00
Engler, Karen	Communication Sciences & Disorders	\$3,857.00
Fanetti, Matthew	Psychology	\$3,117.00
Finch, Kim	Counseling, Leadership & Special Education	\$2,745.00
Fischer, Donald	Psychology	\$3,050.00
Follensbee, Billie	Art & Design	\$8,168.00
Frizell, Michael	Theatre & Dance	\$1,430.00
Garland, Brett	Criminology & Criminal Justice	\$3,557.00
Gartin, Pat	Criminology & Criminal Justice	\$1,907.00
Gattis, Lyn	English	\$2,400.00
Goodwin, David	Reading, Foundations & Technology	\$ 880.00
Groves, Fred	Reading, Foundations & Technology	\$1,830.00
Hail, Cindy	Childhood Education & Family Studies	\$1,888.00
Hallgren, Deanna	Childhood Education & Family Studies	\$2,445.00
Hammond, Michael	Accountancy	\$7,012.00
Hass, Aida	Criminology & Criminal Justice	\$9,755.00
Hellman, Andrea	Childhood Education & Family Studies	\$2,365.00
Herr, Christopher	Theatre & Dance	\$ 330.00
Hill, Julie	First-Year Programs	\$2,400.00
Hobbs, Lora	Religious Studies	\$5,335.00
Hopper, Tina	Biology	\$4,500.00
Hornsby-Gutting, Angela	History	\$3,135.00
Hulgus, Joseph	Counseling, Leadership & Special Education	\$2,745.00
Hurst, Beth	Reading, Foundations & Technology	\$5,155.00
Iman, Gary	Communication	\$4,840.00
Ituarte, Julie	Counseling, Leadership & Special Education	\$5,990.00
Johnson, David	Political Science	\$2,970.00
Jones, Jeffrey	Finance & General Business	\$7,500.00
Kane, Thomas	Psychology	\$7,308.00
Kaula, Rajeev	Computer Information Systems	\$1,265.00
Keith, Nancy	Honor's College	\$3,200.00
Kenneally, Maria	Nursing	\$4,569.00
Lampe, James	Accountancy	\$10,000.00
Lane, Thomas	Counseling, Leadership & Special Education	\$2,745.00
Leamy, Diane	Criminology & Criminal Justice	\$5,299.00
Leibert, D. Michael	Management	\$7,500.00
Liu, Dandan	Foreign Language Institute	\$2,448.00
Lutz, David	Psychology	\$6,651.00
MacGregor, Cynthia	Counseling, Leadership & Special Education	\$2,745.00

## Academic Personnel Board Actions, cont'd.

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Maier, Melissa	Communication	\$1,540.00
	Graduate College	\$ 715.00
Mantie-Kozlowski, Alana	First-Year Programs	\$2,400.00
Maples, Carol	Theatre & Dance	\$ 110.00
Margavio, Thomas	Computer Information Systems	\$ 880.00
Masterson, Gerald	Kinesiology	\$1,045.00
Matthews, James	Counseling, Leadership & Special Education	\$1,650.00
McCarthy, Bernard	Criminology & Criminal Justice	\$1,265.00
McLean, Annice	Reading, Foundations & Technology	\$3,465.00
McMurtrey, Shannon	Computer Information Systems	\$7,500.00
Meadows, William	Sociology & Anthropology	\$1,613.00
Miller, F. Thornton	History	\$6,565.00
Mitchell, D. Wayne	College of Health & Human Services	\$4,735.00
	Psychology	\$6,314.00
Morris, Eric	Communication	\$ 880.00
Morris, Taleyna	Communication	\$2,640.00
Murray, Michael	Honor's College	\$3,200.00
Murray, Sarah	Biomedical Sciences	\$2,087.00
Nag, Nandita	Physics, Astronomy & Materials Science	\$2,250.00
Nelson, Eric	History	\$ 770.00
Nixon, Sarah	Reading, Foundations & Technology	\$ 851.00
Nordyke, Katherine	Honor's College	\$2,400.00
Oetting, Tara	Communication Sciences & Disorders	\$1,108.00
Olson, Stevan	Accountancy	\$3,706.00
Parnell, Patrick	First-Year Programs	\$2,400.00
Patterson, Paula	First-Year Programs	\$2,800.00
Pearman, Cathy	Reading, Foundations & Technology	\$1,650.00
Pfeil, Timothy	Greenwood	\$3,000.00
Piccolo, Diana	Childhood Education & Family Studies	\$2,745.00
Price, Melissa	First-Year Programs	\$2,400.00
Pursley, Jennifer	Mathematics	\$2,365.00
Qiao, Yuhua	Political Science	\$1,760.00
Rader, J. Gary	Outreach	\$2,754.00
Ramon, Michael	Criminology & Criminal Justice	\$3,684.00
Rector, Paula	Criminology & Criminal Justice	\$2,585.00
Remley, Melissa	First-Year Programs	\$2,400.00
Rimal, Arbindra	Agriculture	\$8,680.00
Roam, Kimberly	Childhood Education & Family Studies	\$2,445.00
Robbins, Linda	Counseling, Leadership & Special Education	\$1,298.00
Roberts, Hillary	First-Year Programs	\$2,400.00
Rost, Ann	Psychology	\$2,944.00

Academic Personnel Board Actions, cont'd.

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Rowe, Roberta	Communication	\$2,640.00
Ryan, Ashley	First-Year Programs	\$2,400.00
Salinas, Patti	Criminology & Criminal Justice	\$4,125.00
Satzinger, John	Computer Information Systems	\$ 715.00
Saxon, Caryn	Criminology & Criminal Justice	\$2,879.00
Schotthofer, Melissa	Childhood Education & Family Studies	\$3,355.00
Schwank, Lori	Counseling, Leadership & Special Education	\$2,445.00
Self, Sharmistha	Economics	\$ 403.00
Shermer, Aundrayah	Counseling, Leadership & Special Education	\$ 55.00
Sherrill, Donna	Mathematics	\$2,000.00
Shi, Yili	English	\$5,147.00
Shoptaugh, Carol	Psychology	\$3,690.00
Slattery, Dianne	Technology & Construction Management	\$2,640.00
Smith, Cara	Childhood Education & Family Studies	\$3,685.00
Smith, Joshua	Honor's College	\$2,800.00
Stafford, Gary	Mathematics	\$2,365.00
Stout, Tracy	First-Year Programs	\$2,800.00
Sutliff, Kristene	English	\$2,400.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$2,640.00
Templeton, Kelly	Theatre & Dance	\$4,526.00
Test, Joan	Childhood Education & Family Studies	\$2,750.00
Turner, Valerie	English	\$2,550.00
Van Landuyt, Cathryn	Computer Information Systems	\$ 916.00
	First-Year Programs	\$2,400.00
Van Ornum, Kimberly	Mathematics	\$2,915.00
Wait, D. Alexander	Honor's College	\$3,200.00
Walker, Elizabeth	Agriculture	\$1,522.00
Walters, Heather	Communication	\$6,140.00
Weaver, Marissa	Communication	\$2,145.00
Willis, Steven	Diversity & Inclusion	\$3,000.00
Woodard, Rebecca	Professional Education Unit	\$5,054.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$5,189.00
Yu, Min	Childhood Education & Family Studies	\$ 990.00

**ADDENDUM D**

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

Meinert, David	College of Business	\$6,000.00
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**ADDENDUM E**

**The following have been appointed as Graduate Teaching Assistants for the fall semester August 11, 2014 through December 12, 2014**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bahng, Mi-Kyung	Chemistry	\$2,570.00
Balzam, Roni	Chemistry	\$4,225.00
Bhaumik, Anagh	Physics, Astronomy & Materials Science	\$5,140.00
Blecha, Samuel	Biology	\$4,225.00
Brinkman, Leslie	Biology	\$5,140.00
Butts, Michelle	Chemistry	\$2,570.00
Deng, Ying	Physics, Astronomy & Materials Science	\$4,834.00
Duong, Minh	Chemistry	\$4,225.00
Edie, Gail	English	\$2,113.00
Ellis, Matthew	Chemistry	\$4,225.00
Fadayomi, Oladeji	Physics, Astronomy & Materials Science	\$5,140.00
Graham, Kara-Aretha	Kinesiology	\$5,140.00
Harris, Carissa	College of Business	\$5,140.00
Haynes, Tricia	Biomedical Sciences	\$4,225.00
Herridge, Michelle	Chemistry	\$4,124.00
Loffler, Bob	Music	\$4,797.00
Luria, Nick	College of Business	\$5,140.00
Maddox, Brian	Biomedical Sciences	\$4,225.00
McDermott, Hyeoun	Biology	\$5,140.00
Mundt, Nicholas	Chemistry	\$4,225.00
Muschall, Stephanie	First Year Programs	\$5,140.00
Pearson, Kaleb	Biology	\$5,140.00
Reynolds, Christopher	Chemistry	\$5,140.00
Roughton, Sarah	Chemistry	\$4,225.00
Sales, Brianna	Geology, Geography & Planning	\$5,140.00
Shelton, Adam	Music	\$6,392.00
Sievers, Eric	Biology	\$5,140.00
Slack, Bethany	College of Business	\$5,140.00
Somerville, Kalie	Biology	\$5,140.00
Stotsbery, Lawrence	Music	\$1,782.00
Strickler, John	Music	\$3,310.00
Stubbs, Sue	Music	\$2,432.00
Stufflebeam, Brittany	Biology	\$5,140.00
Vollmer, Kari	Biology	\$4,225.00

**The following have been appointed as Graduate Teaching Assistants for the academic year August 11, 2014 through May 15, 2015**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abrahams, Nii	Communication	\$8,450.00
Anderson, Barbara	English	\$8,450.00
Anderson, Kelsey	Biology	\$8,450.00
Anderson, Sean	Physics, Astronomy & Materials Science	\$10,280.00
Auner, Kathryn	English	\$8,450.00
Baker, Kelly	English	\$8,450.00
Bancroft, Justin	Mathematics	\$8,450.00
Banh, Bryan	Biology	\$8,450.00
Barnes, Jennifer	Psychology	\$8,450.00
Beauchamp, Marshall	Psychology	\$8,450.00
Belew, Terry	English	\$8,450.00
Bohanon, Mariah	English	\$8,450.00
Bozek, Oana	Mathematics	\$8,450.00
Brown, Jason	English	\$8,450.00
Bryant, Robin	English	\$8,450.00
Budd, Emily	Art & Design	\$8,450.00
Burt, Zachary	Kinesiology	\$8,450.00
Cantrell, Jena	Music	\$8,450.00
Carr, Vanna	Geology, Geography & Planning	\$8,450.00
Cedergren, Anne	English Language Institute	\$8,450.00
Clegg, Emma	Geology, Geography & Planning	\$10,280.00
Collins, Jennifer	English	\$8,450.00
Coltharp, Joel	English	\$8,450.00
Combs, Catherine	Biology	\$10,280.00
Crabtree, Christopher	English	\$8,450.00
Dale, Allyson	English	\$8,450.00
Deskin, Zachary	Mathematics	\$8,450.00
Dillstrom, Joseph	Mathematics	\$8,450.00
Drane, Justin	College of Natural & Applied Science	\$10,280.00
Easley, Zachary	Mathematics	\$8,450.00
Exner, Makayla	Biology	\$10,280.00
Farag, Islam	Modern & Classical Languages	\$10,280.00
Felder, Jennifer	English Language Institute	\$8,450.00
Fleetwood, Gabriel	Music	\$8,450.00
Foster, Sarah	Biology	\$8,450.00
Gardner, Emily	Psychology	\$8,450.00
Gardner, Kenneth	English	\$8,450.00

## Academic Personnel Board Actions, cont'd.

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Gemberling, Adrienne	Biology	\$10,280.00
Gerasimchuk-Djordjevic, Maria	Art & Design	\$8,450.00
Geurink, Alexis	English Language Institute	\$8,450.00
Gillard, Lacey	Psychology	\$10,280.00
Graham, Ryan	Communication	\$8,450.00
Graves, Benjamin	Psychology	\$8,450.00
Grothoff, Kurtis	English Language Institute	\$8,450.00
Guss, Brooke	Kinesiology	\$10,280.00
Hallmark, Megan	Mathematics	\$8,450.00
Haque, Ariful	Physics, Astronomy & Materials Science	\$10,280.00
Harmon, Joshua	Biology	\$8,450.00
Haverly, Grant	Communication	\$8,450.00
Hersey, Janice	Communication	\$8,450.00
Heywood, Whitney	Communication	\$8,450.00
Hobbs, Abigail	Music	\$4,225.00
Hossain, Mohammad	Physics, Astronomy & Materials Science	\$10,280.00
Hubble, Ryan	English	\$8,450.00
Huffman, Kortney	Geography, Geology & Planning	\$10,280.00
Huggins, David	Geology, Geography & Planning	\$8,450.00
Ives, Brandon	Geology, Geography & Planning	\$10,280.00
Jackson, Lindsey	English	\$8,450.00
Jenkins, Janet	Communication	\$8,450.00
Jones, Jennifer	English	\$8,450.00
Karnati, Priyanka	Physics, Astronomy & Materials Science	\$10,280.00
Kelly, Jelani	Kinesiology	\$8,450.00
Kizzire, Dayton	Physics, Astronomy & Materials Science	\$10,280.00
Klaus, Danielle	Chemistry	\$10,280.00
Kohlhepp, Kristen	Biology	\$8,450.00
Krystyniak, Jay	Biology	\$10,280.00
Kulhanek, Kirsty	Provost Office	\$8,450.00
Kupec, Carolyn	Biology	\$10,280.00
Lanning, Rachel	English	\$8,450.00
Lutze, Mary	English	\$8,450.00
Masner, William	Geology, Geography & Planning	\$8,450.00
Maynard, Amy	Biology	\$10,280.00
Mills, Shelbie	Communication	\$8,450.00
Misener, Emily	English	\$8,450.00
Mize, Rachel	Kinesiology	\$8,450.00
Moore, Bailey	English	\$8,450.00
Moore, Christen	Communication	\$8,450.00
Moore, Shaley	Communication	\$8,450.00

## Academic Personnel Board Actions, cont'd.

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Morin, Andrew	Biomedical Sciences	\$8,450.00
Mudge, Miranda	Biomedical Sciences	\$8,450.00
Negi, Apoorv	Physics, Astronomy & Materials Science	\$10,280.00
Nelli, Apoorva	Biomedical Sciences	\$8,450.00
Ngo, Thu	Biomedical Sciences	\$8,450.00
Nickols, Nickolas	Communication	\$8,450.00
Oberdiar, Louis	Psychology	\$8,450.00
Olesen, Nonah	Psychology	\$8,450.00
Owensby, Christina	Biomedical Sciences	\$8,450.00
Parrish, James	Mathematics	\$10,280.00
Peng, Yun	Chemistry	\$10,280.00
Perez Diaz, Alexandra	Media, Journalism & Film	\$8,450.00
Perkins, Jayme	English	\$8,450.00
Perkins, Jessica	English	\$8,450.00
Peters, Blaire	Kinesiology	\$8,450.00
Petersen, Carley	English	\$8,450.00
Pollock, Madison	First Year Programs	\$10,280.00
Pratt, Andrew	English	\$8,450.00
Rahman, Rezwanur	Physics, Astronomy & Materials Science	\$10,280.00
Ramos, Anthony	Kinesiology	\$8,450.00
Rauhoff, Gabriel	English	\$8,450.00
Robinson, Tucker	Communication	\$8,450.00
Rose, Michael	Media, Journalism & Film	\$8,450.00
Rudolf, Lauren	Biology	\$10,280.00
Russell, Ashley	Mathematics	\$10,280.00
Sanchez Armenta, Tatiana	English Language Institute	\$8,450.00
Schmaltz, Catherine	First Year Programs	\$10,280.00
Schmidt, Am	Media, Journalism & Film	\$8,450.00
Settle, Rachel	Biology	\$10,280.00
Sha, Dexuan	Geography, Geology & Planning	\$8,450.00
Shelton, Kayla	Biology	\$8,450.00
Sitzes, Sierra	English	\$8,450.00
Smith, Benjamin	Biology	\$10,280.00
Smith, Matthew	Geology, Geography & Planning	\$8,450.00
Smith, Meghan	English	\$8,450.00
Soden, Daniel	Physics, Astronomy & Materials Science	\$10,280.00
Stanely, Angela	English	\$8,450.00
Steinmetz, Micheala	Biomedical Sciences	\$8,450.00
Stewart, Matthew	English	\$8,450.00
Stinnett, Kathleen	Student Development & Public Affairs	\$10,280.00
Stone, Corey	Communication	\$8,450.00



Academic Personnel Board Actions, cont'd.

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Stoops, Meagan	English	\$8,450.00
Stoyeff, Elizabeth	English	\$8,450.00
Street, Katrina	Biology	\$8,450.00
Taufique, Mohammad	Physics, Astronomy & Materials Science	\$10,280.00
Tennison, Guy	Mathematics	\$8,450.00
Thayer, Laura	Geology, Geography & Planning	\$10,280.00
Thomas, Rintu Thankam	Biomedical Sciences	\$8,450.00
Thomas, Riya	Biomedical Sciences	\$8,450.00
Tiwari, Mana	Mathematics	\$10,280.00
Villapiano, Ryan	Music	\$4,225.00
Voleti, Rajeeva	Biology	\$8,450.00
Weaver, Heather	English	\$8,450.00
Wentling, Tristen	Mathematics	\$8,450.00
Whitaker, Bambi	English	\$8,450.00
Whitaker, Matthew	English	\$8,450.00
Whitaker, Natalie	English	\$8,450.00
Witt, Jennifer	Geology, Geography & Planning	\$8,450.00
Yin, Yin	Mathematics	\$8,450.00

MISSOURI STATE UNIVERSITY

III.D.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>
Afton M. Bradley	Senior Pharmacy Technician Taylor Health & Wellness Center	14	\$ 29,120 annually	07/07/14
Sherri L. Cornelius	Executive Assistant II College of Business	13	\$ 29,994 annually	07/14/14
Katelyn M. Tung	Assistant Teacher Child Development Center	40	\$ 19,799 annually	07/14/14
Anthony M. Alarcon	Custodian I Residence Life, Housing & Dining Services	21	\$ 19,799 annually	07/16/14
Desiree D. Malam	Administrative Specialist II Taylor Health & Wellness Center	12	\$ 26,894 annually	07/21/14
Joshua E. Hoggarth	Custodian I Residence Life, Housing & Dining Services	21	\$ 19,799 annually	07/28/14
Susan E. Kekec (Externally Funded)	ELI SEVIS Specialist English Language Institute	14	\$ 28,622 annually	07/29/14
Jordan Fife	Head Cross Country Coach/Assistant Track Coach Intercollegiate Athletics	UN	\$ 40,000 annually	08/01/14
Michael Howland	Operations Assistant Basketball Intercollegiate Athletics	13	\$ 31,720 annually	08/01/14
Matthew McGhee	Residence Hall Director Residence Life, Housing & Dining Services	42	\$ 32,500 annually	08/01/14

Non-academic Personnel Board Actions, cont'd.

Page 2

Francine M. Pratt	Executive Director/Multicultural Resource Center & Programs Multicultural Programs	46	\$ 67,500 annually	08/01/14
Jordan E. Schanda	Sustainability Coordinator Environmental Management	42	\$ 30,812 annually	08/01/14 08/01/16
Natalie M. Seever	Business Process & Reporting Analyst Office of the Registrar	34	\$ 51,000 annually	08/01/14
Timothy R. Norat	Custodian I Custodial Services	21	\$ 19,799 annually	08/04/14
Janette F. Wynn	Custodian I Custodial Services	21	\$ 19,799 annually	08/04/14
Benjamin D. Dalton	Lab Supervisor Biology (9-month position)	42	\$ 29,000 annually	08/11/14
Spencer Orr	Residence Hall Director Residence Life, Housing & Dining Services	42	\$ 30,812 annually	08/11/14
Leslie L. Akers	Administrative Assistant II School of Agriculture	12	\$ 25,500 annually	08/18/14
Gregory M. Winkeler	Centralized User Support Specialist Computer Services	33	\$ 39,618 annually	08/18/14
Claudia C. Baer	Administrative Specialist II Financial Aid	12	\$ 26,832 annually	08/25/14
June M. Burke	Custodian I Custodial Services	21	\$ 19,799 annually	08/25/14
Colin Greaser	Athletic Equipment Stores Specialist Intercollegiate Athletics	21	\$ 25,542 annually	08/28/14

Non-academic Personnel Board Actions, cont'd.

Page 3

Sherryl K. Anderson	Administrative Assistant II Residence Life, Housing & Dining Services	12	\$ 26,146 annually	09/02/14
Elisabeth A. Burger	Admission Counselor Office of Admissions	41	\$ 29,682 annually	09/02/14
Jarrad Chester	Coordinator of Outdoor Adventures Campus Recreation	41	\$ 32,000 annually	09/02/14
Jeremy M. Henson	Centralized User Support Specialist Computer Services	33	\$ 39,618 annually	09/02/14
Tammy R. Loncor	Telecommunications Technician Computer Services	26	\$ 36,400 annually	09/02/14
Amanda R. Muse	Departmental Academic Advisor Criminology & Criminal Justice	11	\$34,120 annually	09/02/14
John W. Sapp	HVAC Food Service Equipment Mechanic Facilities Maintenance	26	\$ 32,947 annually	09/02/14
Travis W. Vasser	Centralized User Support Specialist Computer Services	33	\$ 39,618 annually	09/02/14
Nicole Wilburn	Assistant Director, Residence Life, Housing & Dining Services-Education & Development Residence Life, Housing & Dining Services	45	\$ 47,000 annually	09/02/14
Stephanie M. Campbell	Senior Pharmacy Technician Taylor Health & Wellness Center	14	\$ 28,622 annually	09/08/14
Kaye I. Clark	Assistant Teacher Child Development Center	40	\$ 19,799 annually	09/11/14
Jill A. Wiggins	Director Career Center	47	\$ 70,000 annually	09/15/14

Non-academic Personnel Board Actions, cont'd.

Page 4

Ginger M. Curtis	Administrative Specialist II Financial Aid	12	\$ 26,832 annually	09/22/14
Kimberly Hardie	Administrative Assistant III Diversity & Inclusion	13	\$ 29,120 annually	09/22/14
Judith K. Hurst	Procurement Technician Procurement Services	13	\$27,248 annually	09/22/14
Thomas J. Bee	Custodian I Plaster Student Union	21	\$ 19,799 annually	09/26/14
Nicole L. Nelson	Research Analyst Institutional Research	42	\$42,000 annually	10/01/14
Tanya L. Smith	Buyer Procurement Services	43	\$40,000 annually	10/06/14
Kevin J. Stevens	Assistant Registrar-Veteran Student Services Veteran Student Services	42	\$42,000 annually	10/01/14
Don L. Brockman	Physician Medical Staff Taylor Health & Wellness Center	UN	\$125,000 annually	11/03/14

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Lauren M. Bansbach	Sustainability Coordinator Environmental Management	06/17/14
Teresa Farmer	Custodian I Custodial Services	07/04/14
Brandy N. Moberg	Administrative Assistant II MDI	07/11/14
Jesse A. Russell	Maintenance General Mechanic Facilities Maintenance	07/23/14

Non-academic Personnel Board Actions, cont'd.

Page 5

Sarah S. Gray	Assessment Program Coordinator Center for Assessment	07/28/14
Ryan P. Howley	Centralized User Support Specialist Computer Services	07/29/14
Jeremy Licari	ELI Instruction Specialist English Language Institute	07/31/14
Brian J. Westhues	Assistant Director Campus Recreation-Recreation Sports Campus Recreation	08/01/14
Kathy L. Daniels	Administrative Assistant III Music	08/07/14
Jared Schmidt	Athletics Equipment Stores Specialist Intercollegiate Athletics	08/08/14
Theresa M. Hoogeveen	Senior Procurement Technician Procurement Services	08/21/14
Stephanie R. Armstrong	Assistant Teacher Child Development Center	08/22/14
Jayne D. Markin	Coordinator of Apartment Living Residence Life, Housing & Dining Services	08/22/14
Miko D. McFarland	Study Away Advisor Study Away	08/22/14
Jennifer Davidson	Sr. News Producer Radio/TV & Student Training Crd Broadcast Services	08/28/14
Terrence A. Sauerbry	Strength & Conditioning Coach Intercollegiate Athletics	08/28/14
Jessica D. Clements	New Media Specialist University Communications	08/29/14
Sarah E. Nyquist	Transfer Student Recruiter Office of Admissions	09/01/14

Non-academic Personnel Board Actions, cont'd.

Page 6

Sarah J. Nenninger	Enrollment & Recruitment Manager College of Business	09/05/14
Leah Walcott	Residence Hall Night Host/Hostess Residence Life, Housing & Dining Services	09/05/14
Daniel Reed	Public Safety Officer Safety & Transportation	09/12/14
Helen Melissa Witter	Registered Nurse Taylor Health & Wellness	09/18/14
Austin O'Reilly	Jr. Research Scientist Center for Biomedical & Life Sciences	09/26/14
Elizabeth Bruner	Administrative Assistant II Planning, Design & Construction	09/27/14

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Keith W. Englis	Telecommunications Technician Computer Services	06/30/14
Jack M. Hunter	Director Career Center	07/31/14
Marcia K. Ratcliff	Department Academic Advisor Communication Sciences & Disorders	07/31/14
Patricia A. Love	Administrative Secretary II Residence Life, Housing & Dining Services	08/15/14
Rebecca B. Ward	Financial Aid Counselor Financial Aid	09/30/14
Cheryl E. Burnett	Director of Development Office of Development	11/30/14
Robert T. Eckels	Director Facilities Management	12/31/14

**SEPARATION FROM EMPLOYMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kermit M. Clay	Onsite Outreach Coordinator Outreach	07/08/14
Mark Seery	Assistant Director, Facilities Management, Maintenance Facilities Management	07/10/14

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Kelley A. Ritter	PBS Consultant	Continuation	07/01/14
	Southwest Regional Professional Development Center	of Appointment	06/30/15
Brent Thomas	From: Assistant Coach Intercollegiate Athletics	Change of Status	07/01/14
	To: Staff Emeritus Intercollegiate		
Jonny L. Carter	From: Workflow Systems Analyst Computer Services	Change of Status	07/14/14
	To: Web Systems Analyst Computer Services		
Belinda A. Davis	From: Financial & Training Manager Outreach	Title Change	07/14/14
	To: Non-Credit Program Coordinator Outreach		
Anthony Reimer	From: Maintenance Carpenter Facilities Management	Change of Status	07/16/14
	To: Maintenance General Mechanic Hammons Student Center		
Jennifer L. Vaughn	From: Administrative Assistant II Missouri State Outreach	Promotion	07/21/14
	To: Admissions Evaluator Office of Admissions		



Non-academic Personnel Board Actions, cont'd.

Page 8

Isabel Eisenhauer	<p>From: Small Business Consultant Small Business Technical Development Center GR 44, \$55,780 annually</p> <p>To: Assistant Director Small Business Technical Development Center GR 45, \$60,780 annually</p>	Promotion	08/01/14
Beth A. Hale	<p>From: Accountant Financial Services GR 42, \$38,016 annually</p> <p>To: Senior Accountant/Analyst Financial Services GR 44, \$42,578 annually</p>	Promotion	08/01/14
Mark F. Harsen	<p>From: Coordinator of Networking Services Computer Services</p> <p>To: Coordinator of Networking &amp; Telecommunications Computer Services</p>	Title Change	08/01/14
Jack M. Hunter	<p>From: Director Career Center</p> <p>To: Staff Emeritus Career Center</p>	Change of Status	08/01/14
Robert C. Moore	<p>From: Financial Aid Counselor Financial Aid GR 42 \$32,320 annually</p> <p>To: Assistant Director Financial Aid GR 43, \$42,000 annually</p>	Promotion	08/01/14
Marcia Ratcliff	<p>From: Department Academic Advisor Communication Sciences &amp; Disorders</p> <p>To: Staff Emeritus Communication Sciences &amp; Disorders</p>	Change of Status	08/01/14

Non-academic Personnel Board Actions, cont'd.

Page 9

Michael Scott	Assistant Coach Intercollegiate Athletics From: \$29,934 annually To: \$32,934 annually	Salary Adjustment	08/01/14
Lori Steele	Assistant Dual Credit Coordinator Outreach From: 75% FTE (\$22,691 annually) To: 100% FTE (\$30,255 annually)	Change of Status	08/01/14
Kelly Bridges	From: Administrative Specialist II Safety & Transportation To: Administrative Assistant II Faculty Center for Teaching & Learning	Change of Status	08/04/14
Carole A. Hale	From: Academic Administrative Assistant II Management To: Academic Administrative Assistant II School of Accountancy	Transfer	08/04/14
Brian Leas	From: Media Systems Technician Faculty Center for Teaching & Learning GR 32, \$36,242 annually To: Classroom Technology Support Administrator Faculty Center for Teaching & Learning GR 33, \$40,000 annually	Promotion	08/06/14
Alex B. Johnson	From: Program Coordinator Service Learning GR 42, \$31,274 annually TO: Director of Community Involvement & Service Volunteer Programs GR 42, \$36,000 annually	Change of Status & Salary Adjustment	08/18/14

Non-academic Personnel Board Actions, cont'd.

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Dominiece T. Hoelyfield	From: Career Resources Specialist Career Center GR 42, \$39,341 annually To: Assistant Director, Multicultural Resource Center & Programs GR 42, \$40,381 annually	Change of Status & Salary Adjustment	08/22/14
Deborah Penn	From: Dual Credit Coordinator Dual Credit GR 42, \$30,542 annually To: Director, Dual Credit Program Dual Credit GR 44, \$34,207 annually	Reclassification & Salary Adjustment	09/01/14
Jeremiah Frey	From: Assistant Strength & Conditioning Coach Intercollegiate Athletics \$43,170 annually To: Head Strength & Conditioning Coach Intercollegiate Athletics \$46,340 annually	Promotion	09/15/14
Troy D. Black	From: Maintenance Carpenter Facilities Maintenance To: Maintenance General Mechanic Facilities Maintenance	Change of Status	09/16/14
Brian Jones	From: Custodian I JQH Arena GR 21, \$28,352 annually To: Custodial Supply/Delivery Foreman Custodial Services GR 24, \$31,200 annually	Promotion	09/16/14
Brenda K. Lanning	From: Buyer Procurement Services GR 43, \$40,895 annually To: Senior Procurement Technician Procurement Services GR 15, \$37,964 annually	Change of Status	09/16/14

Non-academic Personnel Board Actions, cont'd.

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Ashley D. Ryan	From: International Admissions Coordinator International Services GR 42, \$35,525 annually To: Study Away Advisor Study Away Programs GR 42, \$36,500 annually	Change of Status & Salary Adjustment	09/18/14
Carrie Lines (Grant Funded)	Coordinator Abstinence Based Education Program School of Social Work	Reappointment	10/01/14 09/30/15
William R. Snider	From: Parking Mechanic Safety & Transportation GR 24, \$37,340 annually To: Maintenance General Mechanic Facilities Maintenance GR 25, \$38,480 annually	Promotion	10/01/14
Rebecca B. Ward	From: Financial Aid Counselor Financial Aid To: Staff Emeritus Financial Aid	Change of Status	10/01/14
Cheryl E. Burnett	From: Director of Development Office of Development To: Staff Emeritus Office of Development	Change of Status	11/30/14
Robert T. Eckels	From: Director Facilities Management To: Staff Emeritus Facilities Management	Change of Status	01/01/15

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

IV.A.

**PRESIDENT'S REPORT**

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

1. Welcome to Homecoming and Homecoming Awards
2. Point of Pride (The Center for Dispute Resolution, Dr. Char Berquist)
3. Enrollment Update
4. Higher Education Excellence in Diversity Award
5. Missouri State Vision: Our Passion for Excellence
6. Preview of Discussion Regarding The Value and Breadth of Faculty Research
7. Adoption of a revised 2015 Meeting Schedule of Missouri State University Board of Governors

IV.A.7.

**RECOMMENDED ACTION** - Adoption of a revised 2015 Meeting Schedule of Missouri State University Board of Governors

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

WHEREAS, the Bylaws of the Board of Governors provide that the Board may establish a regular meeting schedule as it deems appropriate; and

WHEREAS, the Board of Governors previously approved a meeting schedule for calendar year 2015 on July 31, 2014; and

WHEREAS, it has been determined that the previously-approved meeting schedule needs to be revised;

THEREFORE BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached revised meeting schedule for calendar year 2015.

**VOTE:**      **AYE** \_\_\_\_\_

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

**COMMENTS:**

The needed revision to the previously-approved schedule is changing the date of the March Board retreat to be held in St. Louis from March 5/6, 2015 to March 12/13, 2015, due to President Smart not being able to attend the entire retreat on the March 5/6 dates.

**MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
2015 MEETING SCHEDULE (REVISED)**

<b>Friday, February 6, 2015, 9:00 a.m. (Board Committee Meetings the afternoon of February 5)</b>	Jefferson City
<b>Thurs/Fri, March 12/13, 2015, 9:00 a.m. (1½ days)</b>	St. Louis – retreat
<b>Thursday, May 14, 2015, 1:00 p.m. (Board Committee Meetings the morning of May 14 and Commencement ceremonies May 15 in Springfield and May 16 in West Plains)</b>	Springfield
<b>Friday, June 26, 2015, 1:00 p.m. (Board Committee Meetings the morning of June 26)</b>	West Plains
<b>Thursday, July 30, 2015, 9:00 a.m. (1 day) (Commencement ceremony on Friday morning, July 31)</b>	Springfield – retreat
<b>Friday, October 16, 2015, 1:00 p.m. (Board Committee Meetings the morning of October 16 with Homecoming festivities to be held this weekend)</b>	Springfield
<b>Friday, December 11, 2015, 9:00 a.m. (Board Committee Meetings the afternoon of December 10 and Commencement ceremonies on the afternoon of December 11)</b>	Springfield

V.A.

## **FACULTY SENATE REPORT**

Dr. Stephen McIntyre, Chairperson for the Faculty Senate, will be present to make a report to the Governors. This report will be made within the guidelines approved at the October 21, 1983, meeting of the Board of Regents.



V.B.

## **Report from the Provost**

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

- 1) Accreditation Updates
- 2) Faculty Profile
- 3) Student Recruitment and Career Placement



**THE OFFICE OF RESEARCH ADMINISTRATION  
ACTIVITY REPORT – FISCAL YEAR 2015 THROUGH AUGUST**

The University faculty, staff and students are involved in research, education and service projects through the support of governmental, business and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2015 through the month of August.

**RESULTS**

As of the end of August, the University has submitted 35 proposals for support of University-based projects. To date, 21 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$1.6 million. It should be noted that some of these awards are for projects that extend over more than one year, but the formal commitment for funds is only for the current project year.

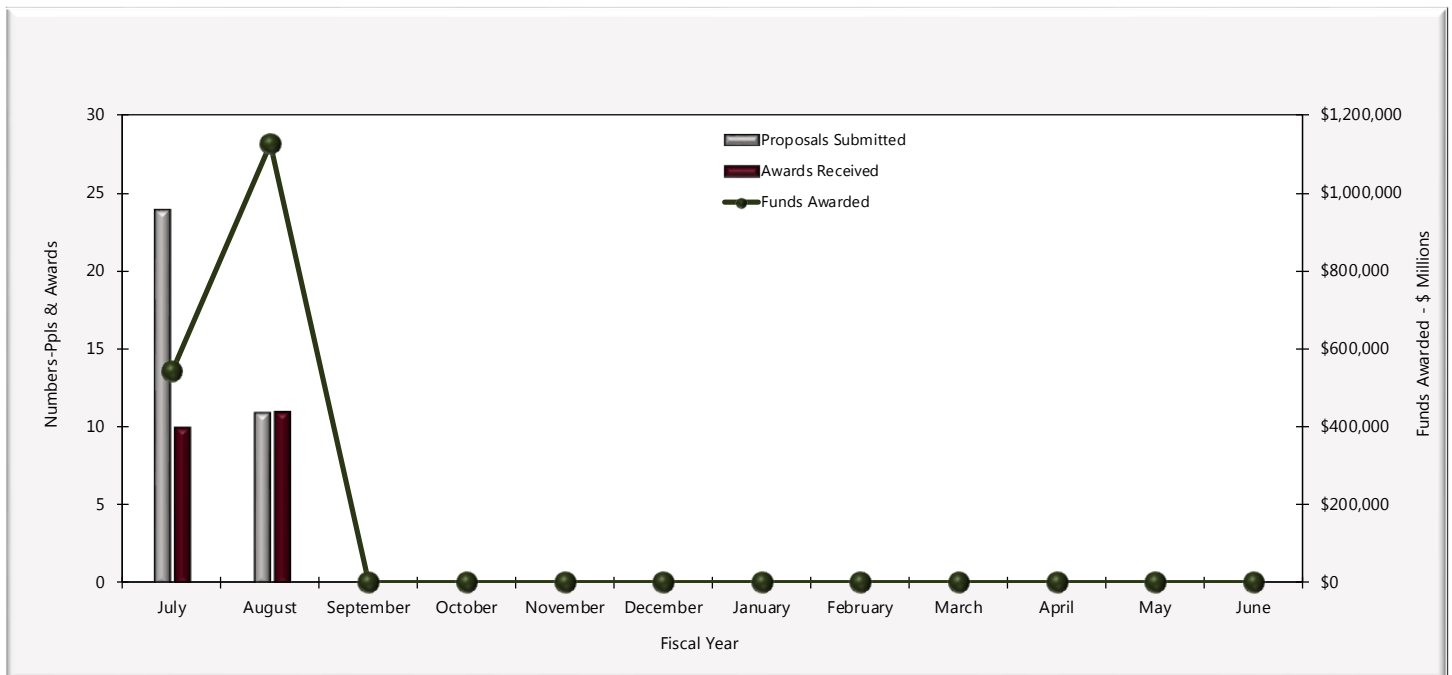
<b>Key Indicators</b>	<b>Activity for FY 2015</b>	<b>% Change from FY 2014</b>
Proposals Submitted	35	-6%
Funds Requested	\$10,606,439	-17%
Named Investigators	28	-32%
Grants & Contracts Awarded	21	-46%
Funds Awarded	\$1,668,330	-56%

After a strong finish in the previous fiscal year, the University seems to be having a slow start this year when it comes to externally funded projects. The values of all the categories are lower in comparison to those recorded at this time last year.

The following is a monthly breakdown of the external funding activity so far in FY 2015:

Sponsored Program Activity FY 2015

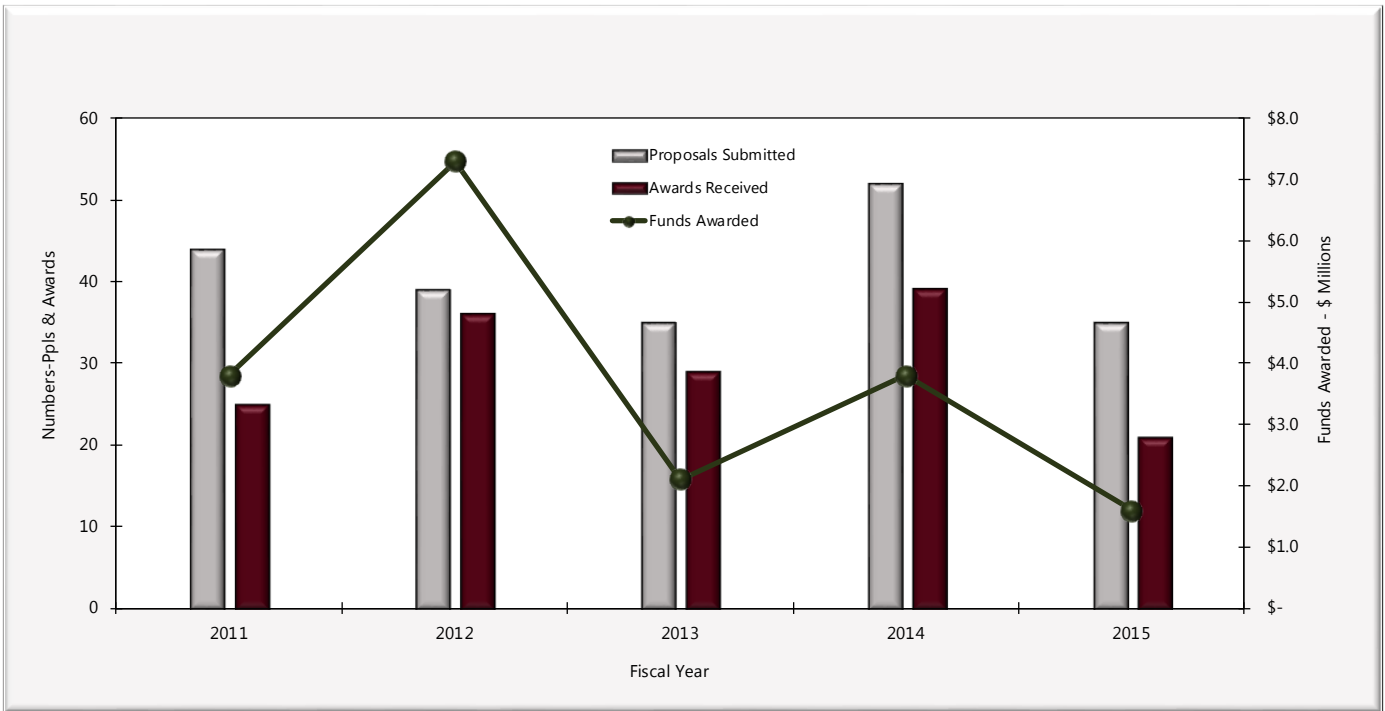
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	24	10	\$541,552
August	11	11	\$1,126,778
September	0	0	\$0
October	0	0	\$0
November	0	0	\$0
December	0	0	\$0
January	0	0	\$0
February	0	0	\$0
March	0	0	\$0
April	0	0	\$0
May	0	0	\$0
June	0	0	\$0
	35	21	\$1,668,330



As indicated in the first table of this report, when compared with previous years, we are below our key indicator benchmarks. This is further illustrated in our comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of August (FY 2011 - FY 2015)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Facilities &						Requested	Awarded
		Education	Equipment	Infrastructure	Research	Service	Ttl Awds		
2011	44	10	0	0	10	5	25	\$ 14.4	\$ 3.8
2012	39	14	0	1	6	15	36	\$ 10.2	\$ 7.3
2013	35	13	1	0	8	7	29	\$ 3.8	\$ 2.1
2014	52	15	0	0	16	8	39	\$ 12.7	\$ 3.8
2015	35	11	0	0	8	2	21	\$ 10.6	\$ 1.6



The following is the grant and contract activity for FY 2015, through August, by University Unit.

**Missouri State University**  
**FY 15 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Admin & Info Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Arts & Letters	0	2	0	0	2	0	\$ -	1	0	\$ -
Center for Dispute Resolution	0	1	0	0	1	0	\$ -	1	0	\$ -
College of Business	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	1	2	0	1	4	1	\$ 10,586	3	1	\$ 10,586
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
Southwest Regional Professional Development Center	0	1	1	1	1	0	\$ -	1	0	\$ -
College of Health & Human Services	0	2	1	5	3	6	\$ 312,982	3	4	\$ 312,982
Center for Research & Service	0	1	0	1	1	1	\$ 7,874	1	1	\$ 7,874
College of Humanities & Public Affairs	0	0	0	0	0	1	\$ 303,000	0	1	\$ 303,000
Center for Archaeological Research	1	1	1	1	3	2	\$ 25,000	2	1	\$ 25,000
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	1	10	0	4	12	4	\$ 60,850	9	4	\$ 60,850
Bull Shoals Field Station	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Resource Planning & Management	1	1	1	1	6	2	\$ 36,000	2	1	\$ 36,000
Center for Scientific Research & Education	0	0	0	0	0	0	\$ -	0	0	\$ -
Ozark Environmental Water Research Institute	0	0	0	0	0	0	\$ -	0	0	\$ -
Diversity & Inclusion	1	0	1	0	1	2	\$ 530,405	1	2	\$ 530,405
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	0	3	0	3	\$ 55,065	0	2	\$ 55,065
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	0	3	0	0	3	0	\$ -	2	0	\$ -
Ozarks Public Health Institute	0	1	0	0	2	0	\$ -	2	0	\$ -
Research & Economic Development	1	0	0	0	1	0	\$ -	1	0	\$ -
Center for Applied Science & Engineering	3	0	3	0	5	4	\$ 71,388	3	2	\$ 71,388
Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
Community & Social Issues Institute	0	0	0	0	0	0	\$ -	0	0	\$ -
International Leadership & Training Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Jordan Valley Innovation Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Small Business Development & Technology Center	1	0	1	0	1	1	\$ 42,000	1	1	\$ 42,000
Southwest Missouri Area Health Education Center	0	0	0	0	0	0	\$ -	0	0	\$ -
School of Agriculture	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Grapevine Biotechnology	0	0	0	0	0	0	\$ -	0	0	\$ -
Mid-America Viticulture & Enology Center	0	0	0	0	0	0	\$ -	0	0	\$ -
Student Affairs	1	0	0	0	1	0	\$ -	1	0	\$ -
West Plains	0	1	1	0	1	1	\$ 213,180	1	1	\$ 213,180
<b>TOTAL</b>	<b>11</b>	<b>26</b>	<b>10</b>	<b>17</b>	<b>48</b>	<b>28</b>	<b>\$ 1,668,330</b>	<b>35</b>	<b>21</b>	<b>\$ 1,668,330</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.

## PROJECT HIGHLIGHTS

**Chris Barnhart**, biology professor, received **\$30,000** for his project “Developing Methods for Laboratory Culture of Diverse Species of Freshwater Mussels” project from the U.S. Geological Survey (USGS). This project will develop methods for propagation of a wide range of mussel taxa and supply these organisms to USGS for studies that will survey a broad range of potential toxins.

**Mary Ann Jennings**, professor of social work, and **Michele Day**, interim director of social work, received **\$147,000**, for their part in the National Child Welfare Workforce Institute program. This project is funded by the U.S. Department of Health and Human Services through the University at Albany/SUNY. A collaboration with the Greene County Children’s Division (GCCD), the project will work to end existing, identified workforce issues within the GCCD by creating a pipeline of undergraduate social workers to be employed by the GCCD. Through MSU social work curriculum and other activities, the students will obtain the knowledge, skills, and values to effectively deliver child welfare services.

**David Richards**, associate professor of library science, received **\$15,000** from the National Park Service as part of the Route 66 Corridor Preservation Program for the project, “Greater Springfield Route 66 Oral History Project. In collaboration with various partners, the project will use a targeted, needs-based approach to collect a minimum of 20 oral history interviews. The interviews will be recorded, transcribed, digitized, cataloged, and made available online for use by students, scholars, and members of the general public.

**Joshua Smith**, associate professor of biomedical science, received **\$18,334**, for his contribution to the Ciliate Genomics Consortium (CGC), which is funded by the National Science Foundation under Award No. DUE-1431876. The CGC is comprised of participating institutions which provide authentic research experiences for undergraduates. Students engage in research modules contributed by the CGC to generate data for understanding the function of specific genes and their results/analyses are published on a database for the broader ciliate research community to use.

## October Board of Governors Report International Programs

### China Programs

Missouri State has five students at Qingdao University and six West Plains Interns at Dalian for the fall 2014 semester. Several students have expressed interested in the spring 2015 semester. The application process closes October 15 for the spring semester.

### English Language Institute

The English Language Institute welcomed 71 new students and 106 returning students for the Fall 2014 Session 01. That is a 13% increase in new student enrollment compared to last fall. This fall the ELI is serving students from 24 countries. The new students include 3 students from our partner Daegu University in Korea, 3 students from our partner Maebashi Kyoai College in Japan, 7 students from the Brazil Scientific Mobility Program, and 5 students from the Department of State Global UGRAD program. ELI also has 4 students from Bangladesh as well as students from Senegal, Kyrgyzstan, and Norway--all first-time countries in the history of the program.

In parallel to the regular ELI Academic program, two ELI special programs are scheduled this fall:

- 16-week English for Musicians designed for music graduate students.
- 4-week Language and Culture Program Nov. 17 to Dec. 15 designed for 50 university students and professors from Colombia and Mexico.

### Foreign Language Institute: Fall 2014 Enrollment

Enrollment in the Foreign Language Institute (FLI) continues to grow. Total enrollment in FLI is 352 students. Of that total, 66 students are from our partner institutions. For this fall, the number of languages offered increased to eight. Enrollment by institution includes:

OTC students: 25  
 Drury students: 26  
 Evangel students: 15  
 Missouri State University: 286

The total number of students enrolled in FLI courses by language includes:

Language	Total enrollment - all students	Partner institution enrollment
Arabic	35	7
Chinese	68	18
German	33	4
Italian	46	7
Japanese	88	19
Korean	23	2
Portuguese	19	4
Russian	40	5
<b>Total:</b>	<b>352</b>	<b>66</b>

## **International Friends**

Missouri State's International Friends had a record semester, with 121 international students (90 females and 31 males) signed up for the program. We have placed 57 of the students and are working to get the rest in the system. We had a good turnout of families this semester as well. We have 52 new families with more to come. In addition 23 current families have signed up to participate again this semester. We plan to have all of the international students placed with a host family by early October.

## **International Leadership and Training Center:**

In its 15 months of existence, the MSU International Leadership and Training Center has developed a focus on providing customized short-term training programs related to agriculture, biotechnology, entrepreneurship and health care.

In July, Brazilian partner university CESUPA sent a group of 14 students and professors for two customized programs: "Leadership and Teamwork in Health Care" and "Leadership in International Business."

In August, ILTC organized a two-week training program on "Viticulture and Winemaking" for a 10-member group from the Wine School of Ningxia University. The visiting group toured Missouri wineries and spent a week at the MSU Mountain Grove campus learning grape growing techniques through daily lectures and hands-on work in the university vineyards.

Also in August, the ILTC welcomed a group of 18 from the Medical College of Qingdao University for the second year of the Qingdao-MSU Biotechnology Program. During their five-month stay in Missouri, the students will take biology and English courses, and visit biotechnology research facilities in Kansas City and St. Louis.

## **International Programs:**

The number of International Students at Missouri State continues to show some growth as we are up to 1,523 students from 88 countries for Fall 2014. Last year at this time we had 1,475 students from 85 countries.

During September Missouri State had representatives recruiting International Students in the following Countries: Mexico, India, Colombia, Brazil, Chile, China, Korea, and Japan. During the rest of 2014 Missouri State representatives will also be visiting Vietnam, Hong Kong, Mongolia, and possibly Kazakhstan.

## **International Recruiting:**

### **India**

The contract with the in-country India Advisor was initiated upon board approval of this project in July, 2014. The Public Relations portion of the plan was initiated in August and has resulted in over 30 newspaper and web press releases in prominent Indian newspapers. During his trip to India in September, Kent Thomas has conducted two press conferences, one in Delhi and one in Chandigarh with a total of 22 different organizations present. Six Missouri State representatives, with proven quality and integrity, were selected to represent the university in August and contracts signed early in September. As part of the September trip, Kent Thomas is visiting four of the six representatives and making presentations to them regarding what MSU looks for in students. As of 17 September two applications that can be directly



linked to the project have been received. Indications are positive for a solid number of Indian applications for the Fall semester of 2015.

**English Language Institute Recruiting Efforts:**

- ELI Director Dr. Robison and Special Programs Coordinator Kelsey Goin are currently attending recruiting fairs and visiting high schools and universities in Japan.
- Special Programs Director Paula Moore and Academic Specialist Jennifer Johnston are recruiting in Colombia and Brazil Sept. 15 through Sept. 28.
- Juan Cabrera and Juan Meraz are representing the ELI and MSU at EducationUSA fairs in Mexico Sep. 18 through Sep. 28.
- Academic Specialist Jennifer Johnston will visit partner university in Daegu, Korea in early December.
- Assistant Director Pascal Hamon and Academic Specialist Jennifer Johnston will visit partner schools in Isesaki, Japan, to administer English placement test to prospective students in mid-December.

**International Services**

There are 1,523 international students, representing 88 countries, studying at Missouri State University this semester. This represents an increase of 48 students from 1,475 in fall 2013. Over a 10 year period, international student enrollment has grown from 495 students in 2004 to 1,523 students in 2014. To date for the Fall 2014 semester, IS received 1,282 applications and admitted 816 students. At this same time last year, IS had received 1,121 applications and had admitted 702. China remains Missouri State’s number one feeder country with 829 Chinese currently enrolled. Saudi Arabia is Missouri State’s second largest international student population with 269 currently enrolled. The third and fourth largest international populations include South Korea at 55 and India at 40.

**Study Away**

**Student participation**

	Non short-term	Short-term faculty-led	Total
2013-14	158	292	450
2012-13	188	267	455
2011-12	171	228	399
2010-11	144	154	298
2009-10	173	90	263

A total of 450 students participated in Study Away programs in 2013-14. This is an increase of **71 percent** compared to 2009-2010. Although MSU saw an overall 5 student (1%) decrease in Study Away participation from 2012-13 to 2013-14, there was a 25 student increase in short-term faculty-led programs (8.56%). Non short-term students decreased by 30 students (19%) from 2012-13 to 2013-14.

Since 2010-11, short-term faculty-led Study Away students have accounted for more than half of all Study Away students. This reflects the national trend toward short-term faculty-led programs.

### **Scholarships**

In 2013-14, a total of \$95,000 in Study Away scholarship funds were provided by the President, deans and the director of the School of Agriculture. A total of \$96,800 is expected to be provided in 2014-15.

### **Fall events**

Study Away hosted the annual Study Away Fair on September 10, 2014 with record student participation.

Study Away hosted the Study Away Fall Faculty Luncheon on September 17, 2014. Short-term faculty-led programs were the focus of the program. Over 40 faculty members attended this event.

### **Exploratory Travel Funds**

The Office of the Provost has provided \$10,000 in Exploratory Travel Funds in the fall of 2014. The purpose of these funds is the increase the number of faculty-led short-term programs towards an end of increasing students' cultural competence.

## REPORT FROM THE OFFICE OF THE VICE PRESIDENT FOR DIVERSITY AND INCLUSION

Vice President for Diversity and Inclusion, Ken Coopwood, will report on the following topics:

### **Update: DDI Early-Fall 2014 Activity: HEED Award; MSU100 Scholarship; ERG Development; STEP and YES conferences**

The Division for Diversity and Inclusion (DDI) is moving ahead with its work to implement activities planned this past summer. This report provides an update on recent activity for these programs to date.

#### **MSU has earned its first national award for diversity!** **Higher Education Excellence in Diversity Award (HEED)**

On August 21, 2014, The Office of the Vice President for Diversity and Inclusion (OVPDI) was notified by *Insight into Diversity* magazine that Missouri State University would receive national recognition for its campus-wide work in diversity excellence. MSU is one of only 83 recipients of the HEED award in 2014. We are in great company with other recipients such as California State – Penn State – Florida State, Georgia Tech, Universities of Georgia, Wisconsin, Virginia, Illinois at Chicago, SUNY System, UT at Austin, LSU, Oklahoma, and Rice University. All faculty, staff and students are to be commended for bringing life to the Missouri State University mission and vision for diversity education and leadership in the state of Missouri and among great universities of all kinds throughout the United States. The HEED Award is the only national recognition honoring colleges and universities that exhibit outstanding efforts and success in the area of diversity and inclusion throughout their campuses.

#### **MSU100 Scholarship**

The OVPDI and the Office of Enrollment Management have sealed a partnership with the 100 Black Men of Greater St. Louis for a joint scholarship to deserving black males. The scholarship is provided at \$2000 and \$3000 over four years with an option for one year of graduate work. An announcement will be made at this year's annual gala in St. Louis on October 4<sup>th</sup>.

#### **Employee Resource Group (ERG) Development**

DDI's Office of Multicultural Programs is spearheading the development of campus ERG's. ERG formation will include respective charters and sponsorship by senior members of the academy and administration. Fall meetings are already underway and it is expected that more than 100 members of the campus will take part in this affinity support program.

#### **STEP and YES Conferences**

The Student Transition Education Program (STEP) took place with a record number of potential students and parent on campus. Attendance reached 675 and marked a conference loaded with up-to-date information and engagement for Hispanic students from southwest Missouri areas. The Youth Empowerment Summit (YES) will take place this week on October 3, 2014. This conference will also engage potential students with workshops and educational experiences. YES serves primarily students from African American backgrounds.

Respectfully submitted:

Ken Coopwood, Sr., Ph.D.

VPDI

**Missouri State University Board of Governors**  
**Oct. 17, 2014 meeting**

**Report by Dr. Drew Bennett**  
**Chancellor, West Plains Campus**

- **Enrollment increase:** Enrollment at Missouri State-West Plains increased 3.3 percent for the 2014 fall semester. The figures show 2,193 students are taking classes at the university this fall compared to last year's overall tally of 2,123 students. This increase builds on a 1 percent increase last year and comes at a time when many two-year institutions in Missouri are experiencing enrollment decreases.
- **Grizzly Volleyball team receives academic honors:** The 2013 Missouri State-West Plains Grizzly Volleyball team recently received academic honors from the National Junior College Athletic Association (NJCAA). The team was named one of the 2013-2014 Volleyball All-Academic Teams for posting a combined grade point average (GPA) of 3.14 on a 4.0 scale. The team earned its 10th academic team honor in 11 years with its combined grade point average this past year. In addition, team members Torika Baleilekutu, Palo Alto, Calif., and Laiz Novaes, Rio de Janeiro, Brazil, each received the NJCAA Award for Exemplary Academic Achievement for posting cumulative GPAs of 3.63 and 3.77, respectively.
- **Operation 50K:** Former Student Government Association President Dakota Bates penned an op-ed piece this summer describing his experience as part of the Operation 50K effort at Missouri State-West Plains and what he learned from the experience. The piece was published July 2 in the *Springfield News-Leader*. Dakota represents the vast number of our students who are extremely appreciative of the educational opportunities and experiences provided at Missouri State-West Plains. You can read the article at <http://sgfnw.co/1pqczyX>.
- **Springfield and West Plains Campus Coordination:** There are many opportunities for collaboration between the two campuses. Below are some of the interactions that have taken place in the last few months.
  - **Springfield to West Plains**
  - MSU Chief Financial Officer Steve Foucart and Springfield financial services and computer services representatives visited the business office on the West Plains campus. The agenda was quite extensive and several procedures were put in place to make the workflow between campuses more efficient.
  - An MSU photographer was on the West Plains campus three times recently in conjunction with projects in the West Plains university communications office. These include the annual Grizzly Volleyball photo shoot for the team's media guide, faculty and staff headshots, and the annual Grizzly Basketball photo shoot for the team's media guide.
  - The Baker Bookstore Director Sonda Reinartz, Assistant VP for Student Life Thomas Lane and MSU Director of Student Engagement Tara Benson met with their respective departments on the West Plains campus to discuss ways to connect and engage more between the two campuses. The group has continued the dialogue to develop and implement initiatives.
  - MSU Director of Environmental Management David Vaughan visited our campus to meet with MSU-WP Laboratory and Stores Supervisor Sharath Rongali and business office staff members to review guidelines and procedures for the science labs in Melton Hall, tour several other buildings where chemicals could be stored and to discuss the environmental aspect of the new parking lot sealant that is being used at the West Plains campus.

- The University Staff Ambassadors will visit the West Plains campus this month to tour the facilities and learn more about the mission and goals of Missouri State-West Plains. The group visits the campus each year in October.
- The West Plains campus charters a bus to take students to MSU's Fall and Spring Showcase events each year. A group of Missouri State-West Plains students just recently attended the Sept. 27 showcase event at Springfield. In addition, a student trip is routinely scheduled to one of the Public Affairs Conference events each year.

#### **West Plains to Springfield**

- MSU-WP University/Community Programs (U/CP) Director Brenda Malkowski met with staff members from the dean of students' office in Springfield, where they provided background information on setting up a Behavioral Intervention Team and Haven Training. Additional meetings have been held through ITV.
- Dr. Rajiv Thakur, assistant professor of geosciences at Missouri State-West Plains, has worked with the Office of International Programs at Missouri State University in Springfield to offer an International Geography Field Studies trip to India during the second half of the 2015 summer session. Students from the both campuses are eligible to participate.
- West Plains development office staff assisted with the Springfield Athletic Auction on Aug. 15.
- MSU-WP U/CP Director Brenda Malkowski is participating on the Title IX Task Force. She visited Springfield offices and has been participating via ITV along with several other staff members from the West Plains campus.
- MSU-WP Director of Business Services Scott Schneider attends the Institutional Compliance Committee meeting in Springfield one Friday a month.
- The MSU-WP Interim Dean of Academic Affairs Dennis Lancaster and several faculty members from the West Plains campus visited the Springfield campus to meet with MSU deans Dr. Tamera Jahnke and Dr. David Hough and members of the math department concerning the secondary education degree in math.
- The MSU-WP Student Government Association attends a Student Government Association meeting on the Springfield campus twice a year.

#### **Video and Teleconferencing**

- When available, General Counsel Rachael Dockery attends the West Plains Administrative Council meetings via conference call.
- MSU-WP Director of Business Services Scott Schneider from West Plains attends the Health Insurance Portability and Accountability Act team meetings via conference call once a month.

IX.A.

**REPORT BY STUDENT BODY PRESIDENT**

Mr. Jordan McGee, President of the Student Body, will make a report to the Board of Governors.

**Student Affairs Report**  
**Missouri State University Board of Governors**  
October 17, 2014

The Division of Student Affairs has been very busy with the beginning of the fall semester. Our goal is to support student success, foster student engagement, inspire a commitment to public affairs, and instill pride and tradition. Some highlights from the start of the year include:

Admissions

- We experienced our second consecutive increase in FTNIC (12% over two years).
  - The average high school GPA improved from 3.59 to 3.62.
  - The average ACT improved from 23.96 to 24.12 (compared to a state average of 21.8).
  - 59.6% of our freshmen entered with college credit.
- We experienced our third straight increase in enrollment of new underrepresented students.
- For the 2014 calendar year (spring, summer, and fall combined), we enrolled 2,527 new transfer students, up from 2,502 in 2013.
- Overall enrollment was 22,385, an increase of 587 (2.7%) and a new record.

Registrar

- We are making good progress with implementation of Degree Works, our new degree audit system.
- In cooperation with Computer Services, we recently implemented a new feature that makes it possible for faculty to view photos of their students on their class lists.
- Our new assistant registrar-veteran services coordinator, Kevin Stevens, started October 1.

Career Center

- Our new Career Center Director, Jill Wiggins, started on September 15.
- Two successful events so far this semester include:
  - *Resume Madness*- Students could stop by for one-on-one resume consultations in four academic buildings. A total of 179 students took part in the event.
  - *Mock Interview Day* -11 employers volunteered to conduct 40 minute interview sessions with students. A total of 80 students participated. Both students and employers provided excellent feedback about the event.
- The *Opportunity Fair* will be held on October 21. This is a career fair for those students interested in looking at graduate schools as well as finding internships, volunteer opportunities, part-time jobs and full-time jobs with non-profit organizations, government agencies, health care facilities, media, police departments and other organizations. Currently there are over 40 organizations registered to attend.

Financial Aid and Scholarships

- We are coordinating with the Graduate College to offer our new need-based scholarship for graduate students starting with the spring 2015 semester.
- We recently received notification from the Department of Education that our three-year average cohort default rate remains below the national average and dropped from 8.5% to 7.9%.

Dean of Students Office

- Numerous programs have been implemented to educate students and raise awareness of sexual violence and bystander intervention strategies. *Haven*, an on-line module produced by Everfi, has been made available to all MSU students and is being required of all new FTNIC and new Transfer students.

Taylor Health & Wellness Center

- We offered shingles vaccines, free of charge (\$209/each value), to 87 individuals over the age of 60. The estimated direct (non-Medicare) savings to the MSU self-insured account was \$12,331.

### New Student and Family Programs

- Family Weekend was successful with 685 families registered, which amounted to 2429 individuals.
- 2,806 students attended SOAR programs for entry to Fall 2014, a 5.1% increase from 2013.
- 2,786 family members attended SOAR with their students.
- “Bear Essentials: What You Need to Know about Public Affairs” debuted this summer. In this session, students participated in three engaging activities to explore how public affairs issues impact them. Over 83% of participants agreed that they better understood our mission as a result of these activities.
- Overall, SOAR appeared to be very successful. Students agreed that they felt ...
  - more confident & comfortable in their transition to Missouri State: 95%
  - more connected to Missouri State: 93%
  - more curious to learn about opportunities and experiences available at Missouri State: 95%

### Residence Life, Housing, and Dining Services

- We are currently slightly over occupancy (100.69%) in our Residence Hall system, with 3,804 residents. We received many positive comments from students and family members regarding the move-in process and look forward to placing the 26 students currently in overflow housing to a permanent spots as soon as vacancies occur.
- Dining Services set a retail daily sales record on August 19<sup>th</sup>, with \$34,142 in retail sales. This record implies more students are connecting with others in the Plaster Student Union.

### Fraternity/Sorority Life

- 569 Women joined sororities through formal recruitment which brings average chapter size for National Panhellenic Sororities to 207.
- 61 women accepted a bid to the local sorority, Xi Omicron Iota.
- 472 men accepted bids to fraternities through fall recruitment.

### Spirit and Traditions

- Traditions Council was established fall 2014 to utilize student engagement money identified in the B.E.A.R fee.
- Accomplishments include:
  - Sponsorship of first football game firework.
  - Student Tailgate zone at each Missouri State home Football Game Tent, 1000 attendees.
  - Establishing Rally in the Valley, a new pep rally concept to occur yearly on the Thursday night, prior to the home opener football game, 2000 attendees.
  - Battle of the Bears spirit bus trip to the MSU vs. UCA Football Game

### Leadership Programs

- Missouri State University will be host an institution based version of Leadershape, an extensive leadership building program in Spring 2015. This program focuses on building leaders with integrity and connects directly with the Public Affairs Mission.

### Campus Recreation

- The Foster Recreation Center continues to receive architectural accolades from across the country. The facility was recently highlighted positively in such publications as the New York Times and Fast Company magazine. Weekly attendance in the Foster Recreation Center continues to exceed over 10,000 patrons.

Respectfully submitted by,



Dee Siscoe

Vice President for Student Affairs  
Missouri State University



**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 July		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 14	2,276	\$167,206	171	\$386,078	2,447	\$553,284	2,447	\$553,284	FY 14
	<b>FY 15</b>	2,961	\$175,349	242	\$489,239	3,203	\$664,588	3,203	\$664,588	<b>FY 15</b>
<b>Special Campaigns</b>	FY 14	27	\$4,984	7	\$8,790	34	\$13,774	34	\$13,774	FY 14
	<b>FY 15</b>	37	\$3,974	10	\$17,771	47	\$21,745	47	\$21,745	<b>FY 15</b>
<b>One Time Gifts</b>	FY 14	0	\$0	7	\$65,841	7	\$65,841	7	\$65,841	FY 14
	<b>FY 15</b>	0	\$0	7	\$1,194,784	7	\$1,194,784	7	\$1,194,784	<b>FY 15</b>
<b>TOTALS</b>	FY 14	2,303	\$172,190	185	\$460,709	2,488	\$632,899	2,488	\$632,899	FY 14
	<b>FY 15</b>	2,998	\$179,323	259	\$1,701,794	3,257	\$1,881,117	3,257	\$1,881,117	<b>FY 15</b>

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2014 TO 7/31/2014

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2014 TO 7/31/2014	TOTAL 7/1/2013 TO 7/31/2013
G I F T S						
ALUMNI	\$4,428	\$224,488	\$12,739	\$2,509	\$244,163	\$168,143
FRIENDS	99	236,782	27,142	7,897	\$271,920	261,931
PARENTS	85	12,603	478		\$13,166	15,652
FOUNDATIONS		2,860			\$2,860	2,600
ORGANIZATIONS	10	9,439	865		\$10,314	10,067
BUSINESSES	651	135,924	20,525	1,181,595	\$1,338,694	174,507
GIFT TOTAL	<u>\$5,273</u>	<u>\$622,095</u>	<u>\$61,749</u>	<u>\$1,192,001</u>	<u>\$1,881,118</u>	<u>\$632,899</u>

	NUMBER OF DONORS 7/1/2014 TO 7/31/2014	NUMBER OF DONORS 7/1/2013 TO 7/31/2013
ALUMNI	961	811
FRIENDS	2,295	1,884
PARENTS	167	142
FOUNDATIONS	3	3
ORGANIZATIONS	10	9
BUSINESSES	140	88
TOTAL	<u>3,576</u>	<u>2,937</u>

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for August		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 14	2,948	\$209,222	153	\$439,343	3,101	\$648,565	5,548	\$1,201,849	FY 14
	<b>FY 15</b>	3,645	\$222,669	133	\$389,016	3,778	\$611,685	6,984	\$1,289,526	<b>FY 15</b>
<b>Special Campaigns</b>	FY 14	444	\$41,892	40	\$345,864	484	\$387,756	518	\$401,530	FY 14
	<b>FY 15</b>	452	\$43,314	19	\$117,160	471	\$160,474	518	\$182,219	<b>FY 15</b>
<b>One Time Gifts</b>	FY 14	0	\$0	9	\$1,128,076	9	\$1,128,076	16	\$1,193,917	FY 14
	<b>FY 15</b>	0	\$0	3	\$7,880	3	\$7,880	10	\$1,202,664	<b>FY 15</b>
<b>TOTALS</b>	FY 14	3,392	\$251,114	202	\$1,913,283	3,594	\$2,164,397	6,082	\$2,797,296	FY 14
	<b>FY 15</b>	4,097	\$265,983	155	\$514,056	4,252	\$780,039	7,512	\$2,674,409	<b>FY 15</b>

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2014 TO 8/31/2014

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2014 TO 8/31/2014	TOTAL 7/1/2013 TO 8/31/2013
G I F T S						
ALUMNI	\$10,736	\$425,241	\$19,606	\$4,519	\$460,101	\$623,932
FRIENDS	250	495,286	97,527	17,586	\$610,649	1,474,246
PARENTS	95	25,115	711	250	\$26,171	28,239
FOUNDATIONS	0	11,042	0		\$11,042	93,102
ORGANIZATIONS	10	13,039	11,456	1,525	\$26,030	184,684
BUSINESSES	1,413	237,325	63,800	1,237,878	\$1,540,416	393,094
GIFT TOTAL	<u>\$12,504</u>	<u>\$1,207,048</u>	<u>\$193,100</u>	<u>\$1,261,758</u>	<u>\$2,674,409</u>	<u>\$2,797,296</u>

	NUMBER OF DONORS 7/1/2014 TO 8/31/2014	NUMBER OF DONORS 7/1/2013 TO 8/31/2013
ALUMNI	1,808	1,560
FRIENDS	3,578	3,278
PARENTS	231	217
FOUNDATIONS	5	7
ORGANIZATIONS	23	27
BUSINESSES	383	345
TOTAL	<u>6,028</u>	<u>5,434</u>

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for September		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 14	2,837	\$168,782	113	\$271,302	2,950	\$440,084	8,498	\$1,641,933	FY 14
	<b>FY 15</b>	3,546	\$179,667	99	\$247,481	3,645	\$427,148	10,639	\$1,725,393	<b>FY 15</b>
<b>Special Campaigns</b>	FY 14	13	\$2,825	6	\$568,763	19	\$571,588	537	\$973,118	FY 14
	<b>FY 15</b>	33	\$3,931	7	\$1,322,094	40	\$1,326,025	558	\$1,508,244	<b>FY 15</b>
<b>One Time Gifts</b>	FY 14	0	\$0	12	\$192,339	12	\$192,339	28	\$1,386,256	FY 14
	<b>FY 15</b>	0	\$0	4	\$52,590	4	\$52,590	14	\$1,255,254	<b>FY 15</b>
<b>TOTALS</b>	FY 14	2,850	\$171,607	131	\$1,032,404	2,981	\$1,204,011	9,063	\$4,001,307	FY 14
	<b>FY 15</b>	3,579	\$183,598	110	\$1,622,165	3,689	\$1,805,763	11,211	\$4,488,891	<b>FY 15</b>

MISSOURI STATE UNIVERSITY FOUNDATION  
 INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
 07/01/2014 TO 9/30/2014

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 7/1/2014 TO 9/30/2014	TOTAL 7/1/2013 TO 9/30/2013
G I F T S						
ALUMNI	\$18,369	\$597,452	\$59,082	\$4,595	\$679,498	\$830,244
FRIENDS	349	1,245,734	106,688	24,256	\$1,377,027	1,617,318
PARENTS	95	34,010	1,019	250	\$35,374	39,415
FOUNDATIONS		214,642	250	1,525	\$216,417	104,093
ORGANIZATIONS	10	18,591	11,456	1,240,552	\$1,270,610	354,882
BUSINESSES	2,313	840,652	67,000		\$909,965	1,055,356
GIFT TOTAL	<u>\$21,136</u>	<u>\$2,951,082</u>	<u>\$245,496</u>	<u>\$1,271,178</u>	<u>\$4,488,891</u>	<u>\$4,001,307</u>

	NUMBER OF DONORS 7/1/2014 TO 9/30/2014	NUMBER OF DONORS 7/1/2013 TO 9/30/2013
ALUMNI	2,741	2,526
FRIENDS	4,356	3,998
PARENTS	296	281
FOUNDATIONS	12	11
ORGANIZATIONS	31	35
BUSINESSES	448	423
TOTAL	<u>7,884</u>	<u>7,274</u>

**Agenda for the October 17, 2014 Board Discussion of  
“The Value and Breadth of Faculty Research”**

Topic Introduction and Major Points .....Frank Einhellig, Provost (7 minutes)

Introduction of Speakers.....Frank Einhellig

Faculty Presentations and Perspectives: (5-7 minutes each)

Paul Durham..... Professor of Biology  
Director of the Center for  
Biomedical and Life Sciences

Michael F. Murray..... Professor of Music

David Mitchell..... Professor of Economics

Interactive Discussion

**Questions for the Board**

- Is MSU presenting its research, or showcasing it, in ways to obtain the best image from this work?
  
- The faculty work load for tenure-track faculty includes expected contribution to teaching, research, and service, and of course there is considerable overlap across these functions. Do you think MSU has a reasonable balance in these three areas of faculty work expectations?
  
- How do we best reward and recognize faculty for their contribution in research and mentoring graduate-student theses and student research projects at all levels.

**THE VALUE AND BREADTH OF FACULTY RESEARCH**  
**Board of Governor's Discussion**  
**October 17, 2014**

**Background Information**

**Research Defined**

**MSU Faculty Handbook, Section 1.1.3.1.** Tenured and tenure track faculty are expected to engage in scholarship related to their discipline or profession, customarily denoted in academia as Research. The activities that constitute Research vary broadly depending on the field of study. These include the discovery, synthesis or integration, and application of knowledge as well as creative activity and criticism based on scholarly inquiry. As such, Research may span the range from artistic creation to the process of discovery in technical fields.

Research should produce outcomes that are disseminated publically and subjected to appropriate critical review. This not only contributes to the advancement of a field of study, but also serves as a measure of the expertise and productivity of a faculty member and a department. Faculty research often includes student involvement, and as such, extends the educational experience beyond the classroom and also provides a venue for mentoring.

The scope of research at the University encompasses individual and collaborative faculty projects and the activities of the University's various research centers.

**National Context.** The purpose of defining research is to provide a common understanding of the scope of work that is considered research at Missouri State University. While no attempt at a definition is so concrete as to not allow for discussion, the definition presented is that which is generally accepted in the academy. It recognizes creative activities on par with discovery pursuits. It allows for differences in disciplines and yet places some responsibility in acceptance by the broader academic community. The foregoing definition of research is also in line with the concise description of research given by Howard Bowen and Jack Schuster in *American Professors: A National Resource Imperiled* (1986). They stated: "...activities may be classified as 'research' if they involve the discovery of new knowledge or the creation of original art and if they result in dissemination usually by means of some form of durable publication."

**Roles of Research**

**MSU Task Force Report on Research, 2005.** Missouri State University understands its primary task of developing educated persons to include adding to the store of human understanding through research. Over the past decade, Missouri State has matured from primarily an undergraduate teaching institution to one more involved in graduate education. This has necessitated a greater commitment to research, not only to better serve students, but also to advantage society in general. The University recognizes its research obligations to society and is committed to encouraging and facilitating its research achievements.



Research is an essential contribution by the University, and Missouri State encourages and facilitates research in both its basic and applied forms for three primary reasons:

- *Research contributes to the public good* – Basic and applied research are essential to the benefit of society. Although the value of applied research is often demonstrated by the significance of the problem being addressed, basic research builds the knowledge base for later, unforeseen uses. Ultimately, both endeavors have the potential to enhance the quality of life for all.
- *Research encourages faculty development* – The process of creating, conducting, and disseminating research ensures that faculty keep current in the issues and methods driving their respective disciplines. A significant measure of quality is evidenced through a faculty member's sharing of research results, particularly through peer-reviewed publications and activities. Faculty who remain stimulated by their creative work will in turn motivate their students. For Missouri State University to become more competitive as a source of new knowledge, faculty research is required and must be prized.
- *Research enhances the educational process* – Excellence in faculty research and scholarship enhances the quality of classroom instruction. The integration of research into undergraduate and graduate teaching has become a necessity. To educate future generations, Missouri State University recognizes that research is crucial to the vitality of the University and society. Professors who are on the "cutting edge" of their disciplines are optimally able to engage students and promote academic curiosity, critical reasoning, and discipline-specific skills. Such skills not only benefit the student's primary field of study but generalize to develop truly educated persons in all endeavors. Understanding the research process is critical, both for those students who will conduct research in their chosen careers and for those who will be educated citizens in an information-rich society.

Missouri State University is a community of scholars that accepts the challenge of integrating research with teaching and service in order to be proactive in our ever-changing social and technological environment. To meet this challenge, Missouri State shall assume a leadership role in the creation and transfer of knowledge.

The University has found its obligations in research broadened and deepened with the addition of a statewide public affairs mission and the development of numerous graduate programs. Consequently, Missouri State has established a number of research centers, such as the Center for Applied Science and Engineering, the Center for Grapevine Biotechnology, the Center for Biomedical and Life Sciences, and most recently, the Center for Community Engagement..

**Strategies Used to Enhance Faculty Quality at MSU**  
**Compiled by Office of the Provost**  
**Fall, 2014**

Missouri State University provides numerous resources to faculty to enrich their academic careers. A *Provost Fellow for Faculty Development* position was created three years ago, and this individual's primary focus is to identify and facilitate provision of resources to support faculty.

Faculty support begins when they are recruited to MSU. An orientation for new faculty occurs each year during the week before classes start. Human Resources provides information regarding benefits, and the Provost's Office provides an overview of ways that teaching, research, and service are supported. There is an attempt to establish a sense of community among the new faculty through a series of special workshops that are offered throughout the year.

One of the most important strategies for supporting faculty is the provision of clear expectations for performance required for ultimate tenure and/or promotion decisions. Tenure-track faculty are evaluated each year and given specific feedback regarding their progress toward tenure and promotion. Clear performance expectations and consistent feedback minimize uncertainty and allow faculty to focus their energy on optimal performance.

A special mentoring pilot program for faculty from underrepresented groups was established in 2013. Teams consisting of senior faculty mentors and junior faculty were formed early in the spring semester, and various specialized training and social activities will occur over the next two years. Assessment data will be used to determine how to structure the program on a permanent basis. Another key support for underrepresented faculty is the Faculty Diversity Composition Initiative (FDCI), which provides substantial support for instructors who meet specific criteria to receive funding for the doctoral or terminal degree, coupled with a tenured track position in an academic department.

In addition to ongoing development opportunities for faculty, MSU also provides training and support for administrators. There is a special series of workshops for first-year department heads as well as periodic meetings for all academic administrators. Additionally, the Offices of Assessment and Institutional Research provide consultation and data to assist administrators and faculty with reporting necessary for ongoing program review, accreditation, etc.

A special website is dedicated to faculty development (<http://www.missouristate.edu/provost/FacultyDevelopment/default.htm/>). In addition to individual links to resources that support teaching, research, or service, the site also highlights special accomplishments of faculty members and has a current calendar of faculty development events. The attached table provides an overview of opportunities to increase performance in teaching and research. Some of the items represent financial incentives, and others are training opportunities for professional development and other types of support.

Major administrative structure focal points that serve the faculty in development of their teaching and research roles are: (a) the Faculty Center for Teaching and Learning (FCTL); (b) Office of Research and Compliance; (c) Center for Assessment; (d) Provost and Graduate College Offices; and (e) College Deans and the Director of the School of Agriculture. The FCTL is a key unit to support curricular innovations, particularly in the use of electronic applications in teaching. This MSU Center was recently recognized as one of two National Exemplary Teaching and Learning Centers at the 25<sup>th</sup> Annual International Conference on College Teaching and Learning held in Ponte Vedra Beach, Florida. MSU's FCTL was selected from 107 respondents to a national study of teaching and learning centers.

### Financial Incentives

Teaching	Research
<u>Curriculum Innovation Grants</u> : Provided to faculty for unique projects that increase student engagement or address other target initiatives of the FCTL. Awards are typically \$5000.	<u>First Year Faculty Funding</u> : Includes a salary stipend during the first summer to allow focus on research agendas and start-up funds to equip research labs.
<u>iPad Initiatives Program</u> : Given to selected faculty who propose innovative ways to use the technology in their classes.	<u>Summer Faculty Fellowships</u> : Awarded to provide income for faculty engaged in special projects during the summer months. Competitive awards, \$6,000 base.
<u>Online Course Development Stipend</u> : Given to faculty who develop new online courses. Funding is \$2400 for a 3-hr course.	<u>Faculty Research Grants</u> : Provided as seed money to fund costs associated with conducting studies that ultimately may lead to external funding. Maximum \$7,500.
<u>Supplemental Pay for Online Instruction</u> : Provided to faculty teaching online courses. The rate is \$55 per student enrolled.	<u>Sabbatical</u> : Semester or year-long leaves are provided for faculty to focus on research activities.
<u>GEP 101 Stipends and Training</u> : Given to faculty who teach the course. Range is from \$2400 to \$3200, depending on rank.	<u>Course Release for Proposal Development</u> : Provides faculty release from a course in order to devote time to preparation of a proposal for external funding. Must apply for this, and must submit the proposal before funding awarded back to the dept.
<u>Exploratory Travel for Study Away</u> : Available for faculty to determine the feasibility of potential sites for study away. Annual pool for funding is \$10,000. Competitive applications.	<u>Travel to Funding Agencies</u> : Funds faculty who wish to meet with program officers in agencies such as National Institutes of Health or Department of Defense to discuss funding opportunities and/or proposal development.
<u>University Foundation Award for Teaching</u> : Provides an honorarium to selected recipients each year. \$3600!	<u>CASL Research Stipends</u> : Fund community-based research projects involving students. Annual pool for awards is \$8000.
	<u>Travel</u> : Funding from departments and colleges, which is used primarily to present at professional conferences, or for those chairing sessions. Amt. varies across Colleges.
	<u>College Financial Incentives</u> : Provided by the deans for submission of grants and manuscripts for publication. Typical range is from \$200 to \$750, which can be used to support research projects or travel.
	<u>New Faculty Research Start-up Funding</u> : Typically done in colleges where research is equipment oriented. Funding varies and is negotiated on hire.
	<u>University Foundation Award for Research</u> : Provides an honorarium to selected recipients each year. \$3600 each winner!
	<u>Major Equipment Requests</u> : Provost has a limited pool of funds to be applied for to enhance departments each year to support faculty research and/or teaching. Focus is on equipment intensive units.
	<u>Graduate Student Support</u> : Provided to graduate students, often working in faculty labs, to support the implementation of their research and travel to conferences to present their findings.
	<u>Professor Salary Incentive Program</u> : Established in 2013 to recognize continued

	excellence by MSU professors. Evaluation is conducted at the college and university levels, and recipients receive a \$5000 increase to their annual salaries. Thirty faculty were selected in 2014.
	<u>International Travel Funding</u> : Supports the dissemination of research results at overseas venues. A total of \$100,000 is available during 2014-2015.

### Training, Professional Development, and Technical Support

Teaching	Research
<u>Fall Showcase on Teaching and Learning</u> : Consists of presentations by MSU faculty as well as a luncheon keynote given by a well-known expert in pedagogy.	<u>Grant Preparation</u> : Training and support in proposal development, including identification of potential funding agencies, budget, etc. The Office of Sponsored Research also coordinates submission of proposals.
<u>Center for Instructional Technology</u> : Sends specific information to faculty about the level of technology in their classrooms each semester, along with contact information for any needed support.	<u>Provost Series for Faculty Development</u> : Includes presentations on establishing a focused research agenda and directing student research.
<u>Blackboard Training</u> : Scheduled workshops throughout the year that focus on optimal use of <i>Blackboard</i> , the campus learning management system. Weekly open labs, where faculty can go to receive individual consultation regarding Blackboard, also are available.	<u>Writing Retreats</u> : Day-long sessions coordinated by the Provost Fellow for Writing that allow focused time for writing without interruption. Morning coffee and lunch are provided, and colleagues provide valuable feedback for ongoing work.
<u>The Digital Professor Academy</u> : A training series offered by the FCTL designed to promote best practices in online teaching.	<u>Institutional Animal Care and Use Committee</u> : Provides training and support for faculty engaged in research involving animals.
<u>MediaSite Subscription</u> : Software that allows faculty to capture their lectures for conversion to videos, which can be uploaded for instructional purposes. Available to everyone, both in FCTL and accessible in faculty offices.	<u>Institutional Review Board</u> : Provides training on procedures required for using human participants in research projects.
<u>Teaching-Advising Awards</u> : Numerous awards and recognition for superior teaching, including nomination for the Governor's Excellence in Teaching Award, Faculty Advisor of the Year, and Honors College Awards for Master Teacher and Service to Honors Education.	<u>Outstanding Thesis Mentor</u> . This is an award, and thus an honor to the recipient; given out by the Graduate College. Several colleges also provide honorary awards of a similar nature.
<u>Maroon &amp; White Banquet</u> : Honors faculty mentors of student athletes with high academic achievement (hosted by the Athletic Department).	
<u>PASS Assistance</u> : Provides faculty who teach high-risk courses (e.g., college algebra) support from PASS Leaders.	
<u>Advising Training Sessions</u> : Lead to obtaining and maintaining	

Master Advisor status.	
<u>Center for Learning and Writing:</u> Provides content area tutoring and assistance for writing assignments.	
<u>Provost Series for Faculty Development:</u> Includes presentations on topics such as student academic support services and managing disruptive behavior.	
<u>Service Learning:</u> Helps faculty identify opportunities for their students to participate in applied learning experiences.	
<u>Preparing for Tenure and Promotion:</u> Workshops focused on ensuring that faculty are aware of their department's RTP requirements and are developing timelines and strategies to meet them. Presentations are hosted by representatives from the Provost's Office, deans, and department heads.	
<u>Blackboard Updates and Enhancements:</u> Added the Bb Expansion Pack, which allows students to access Bb content with mobile devices, faculty to manage course content more easily, and various units to modify the look of Bb to brand their department or organization.	

### Other Special Benefits

- Yearly Tuition-Fee Waivers: Up to 15 credit hours yearly for use by faculty themselves or their dependents. Many faculty use this benefit to help pay for their children to attend Greenwood Laboratory School on the MSU campus.
- Non-Credit Fee Support: Funding for non-credit courses, which can pay for training in specialized software and other activities.
- Educational Leave: Full salary for half of a year or half salary for a full year for approved ranked faculty members wishing to return to graduate school to complete an advanced degree.
- Child Development Center: On-campus facility that is overseen by faculty in Childhood Education and Family Studies and provides care for children between 6 weeks and 5 years of age.

XIII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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

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

VOTE: \_\_\_ AYE

\_\_\_ NAY