



**Board of Governors Meeting**  
Plaster Student Union, Traywick Parliamentary Room 313  
Friday, 10/18/2024  
1:00 - 4:00 PM CT

- I. Roll Call *Presented By: Governor Lynn Parman*
- II. Approval of Minutes *Presented By: Governor Lynn Parman*
  - A. Approval of the open and closed minutes of the Board of Governors Retreat of August 1-2, 2024
    - II.A. Open Minutes of the August 1-2, 2024 Retreat - Page 4*
  - B. Approval of open and closed minutes of the Board of Governors Special meeting of August 28, 20234
    - II.B. Open Minutes of the August 28, 2024 Special Meeting - Page 9*
- III. Consent Agenda *Presented By: Governor Lynn Parman*
  - A. President
    - 1. Approval of Employment Agreement for Athletics
      - III.A.1. Approval of Employment Agreements for University Athletics - Page 11*
  - B. Academic Affairs
    - 1. Approval of Revised Academic Calendar for 2025-2026
      - III.B.1. Approval of Revised Academic Calendar for 2025-2026 - Page 13*
  - C. Community and Global Partnerships
    - 1. Approval of Revisions to G4.01 University Center Policy
      - III.C.1. Approval of Revisions to G4.01 University Center Policy - Page 15*
  - D. Facilities and Equipment
    - 1. Approval of City of Springfield License Agreement to Use Public Right-of-Way for a Shuttle Shelter
      - III.D.1. Approval of City of Springfield License Agreement to Use Public Right-of-Way for a Shuttle Shelter - Page 22*
    - 2. Approval of bids and award of a contract to replace the fire pump at Hammons Student Center
      - III.D.2. Approval of bids and award of a contract to replace the fire pump at Hammons Student Center - Page 24*
    - 3. Approval of bids and award of a contract to renovate room 105 at Meyer Library
      - III.D.3. Approval of bids and award of a contract to renovate room 105 at Meyer Library - Page 26*
  - E. Human Resources
    - 1. Approval of Actions Concerning Academic Employees
      - III.E.1. Approval of Actions Concerning Academic Employees - Page 28*

2. Approval of Actions Concerning Nonacademic Employees

*III.E.2. Approval of Actions Concerning Nonacademic Employees - Page 54*

F. Procurement and Financial

1. Approval of Procurement Activity Report

*III.F.1. Approval of Procurement Activity Report - Page 72*

G. West Plains Campus

1. Approval of Employment Agreement for Athletics

*III.G.1. Approval of Employment Agreement for Athletics - West Plains - Page 81*

2. Approval of Actions Concerning Academic Employees

*III.G.2. Approval of Actions Concerning Academic Employees - West Plains - Page 83*

3. Approval of Actions Concerning Nonacademic Employees

*III.G.3. Approval of Actions Concerning Nonacademic Employees - West Plains - Page 85*

H. Internal Audit and Risk Management

1. Approval of Revisions to G1.15 Internal Audit Charter

*III.H.1. Approval of Revisions to G1.15 Internal Audit Charter - Page 87*

IV. Making Our Missouri Statement - Honoring Service: Veteran Students & Scholarship Success at Missouri State University, Supported by the Oldham Family Veteran Student Center *Presented By: Brent Dunn, Vice President for University Advancement*

V. Committee Reports

A. Risk Management and Audit Committee *Presented By: Governor Chris Waters*

B. Programs and Planning Committee *Presented By: Governor Jeff Schrag*

C. Finance and Facilities Committee *Presented By: Governor Tim Francka*

VI. President's Report *Presented By: President Biff Williams*

A. Welcome and Overview

B. Approval of 2024 Bronze Bear Award Recipient

walk-on resolution

C. Approval of 2024 Government Excellence Award Recipient

walk-on resolution

D. What's New at MSU Video

VII. Academic Affairs

A. Faculty Senate Report *Presented By: Mike Foster, Chair Elect of Faculty Senate*

B. Provost's Report *Presented By: Dr. John Jasinski, Provost*

VIII. Staff Senate

A. Staff Senate Report *Presented By: Campbell Keele, Chair of Staff Senate*

*VIII.A. Staff Senate Report - Page 92*

IX. Student Affairs

A. Report from the Student Body President *Presented By: Tamia Schiele, Student Body President*

*IX.A. SGA Report - Page 94*

B. Report on the Public Affairs Conference *Presented By: Mary Ann Wood, Director of Public Affairs Support, and Dr. John Schmalzbauer, Public Affairs Fellow and*

*Conference Chair*

*IX.B. Public Affairs Conference Report - Page 95*

C. Student Affairs Report (written report) *Presented By: Dr. Dee Siscoe, Vice President for Student Affairs*

*IX.C. Student Affairs Report - Page 96*

X. Financial

A. Development Report (written report) *Presented By: Brent Dunn, Vice President for University Advancement*

*X.A. Development Report - Page 99*

XI. Community and Global Partnerships

A. Sponsored Research Report (written report) *Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships*

*XI.A. Office of Research Administration Activity Report - Page 103*

XII. Inclusive Engagement

A. Office of Inclusive Engagement Report (written report) *Presented By: Dr. Algerian Hart, Assistant to the President for Inclusive Engagement*

*XII.A. Office of Inclusive Engagement Report - Page 107*

XIII. Information Services

A. Information Services Report (written report) *Presented By: Jeff Coiner, Chief Information Officer*

*XIII.A. Information Services Report - Page 109*

XIV. Marketing and Communications

A. Marketing and Communications Report (written report) *Presented By: Suzanne Shaw, Vice President for Marketing and Communications*

*XIV.A. Marketing and Communications Report - Page 110*

XV. West Plains Campus

A. West Plains Campus Report (written report) *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

*XV.A. West Plains Campus Chancellor's Report - Page 118*

XVI. New Business

A. 2025-2030 Strategic Plan Overview *Presented By: Committee Co-Chairs Dr. Ken Brown, Chief Academic Strategy Officer, and Zora Mulligan, Executive Vice President*

*XVI.A. 2025-2030 Strategic Planning Update - Page 120*

B. Approval of 2025 Officers for the Missouri State University Board of Governors *Presented By: Governor Lynn Parman*

*XVI.B. Approval of 2025 Officers for the Missouri State University Board of Governors - Page 122*

XVII. Resolution Authorizing Closed Meeting, Pursuant to the Revised Statutes of the State of Missouri 610.021

*XVII. Closed Meeting Resolution - Page 123*

XVIII. Adjournment *Presented By: Governor Lynn Parman*

II.A.

**MINUTES OF THE  
BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
THURSDAY-FRIDAY, AUGUST 1-2, 2024**

The Board of Governors for Missouri State University held a retreat in the Grand Glaize Room at Camden on the Lake, 2359 Bittersweet Rd, Lake Ozark, Missouri, August 1 and 2, 2024, with Governor Tim Francka, Vice Chair of the Board of Governors, presiding. Governor Francka called the meeting to order at 1:00 p.m. on Thursday, August 1, 2024.

**Roll Call**

Present – Tim Francka, Vice Chair of the Board  
Anson Elliott, Governor  
Travis Freeman, Governor  
Missy Gourley, Governor  
Ann Kampeter, Governor  
Jeff Schrag, Governor  
Chris Waters, Governor

Absent – Lynn Parman, Chair of the Board

Also present – Biff Williams, President  
Brad Bodenhausen, Vice President for Community and Global Partnerships  
Jeff Coiner, Chief Information Officer  
Rachael Dockery, General Counsel and Vice President for Legal Affairs  
and Compliance  
Brent Dunn, Vice President for University Advancement  
Algerian Hart, Assistant to the President for Inclusive Engagement  
Casey Hunt, Interim Athletics Director  
John Jasinski, Provost  
Dennis Lancaster, Chancellor of the West Plains Campus  
Natalie McNish, Director of Internal Audit and Risk Management  
Matt Morris, Vice President for Administration and Finance  
Zora Mulligan, Executive Vice President  
Suzanne Shaw, Vice President for Marketing and Communications  
Dee Siscoe, Vice President for Student Affairs  
Mark Smith, Dean of the McQueary College of Health and Human Services  
Rowena Stone, Secretary to the Board of Governors

**Approval of Minutes**

Governor Francka called for a motion to approve the open and closed minutes of the June 21, 2024, meeting and the July 17, 2024, special meeting. Governor Travis Freeman provided a motion for approval, receiving a second from Governor Jeff Schrag.

Motion passed 7-0.

## **Consent Agenda**

Governor Francka noted the next item of business on the agenda was the approval of the consent agenda. Items included in the consent agenda:

### President

Approval of Employment Agreements for University Athletics (Human Resources No. 1768-24)

### Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1769-24)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1770-24)

Approval of Actions Concerning FLSA Nonacademic Employee Salary Increases Effective July 1, 2024 (Human Resources No. 1771-24)

Approval of Reclassifications of Nonacademic Employees Effective July 1, 2024 (Human Resources No. 1772-24)

### Facilities and Equipment

Approval of Bids and Award of a Contract to Modify the Data Center at Cheek Hall (Bids & Quotations No. 1616-24)

Approval of Proposals and Award of a Contract to Resolve the Water Infiltration Issues at Plaster Stadium East Grand Stand (Bids & Quotations No. 1617-24)

### Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 536-24)

### West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 500-24)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 501-24)

Governor Anson Elliott provided a motion for approval of the consent agenda, receiving a second from Governor Ann Kampeter.

Motion passed 7-0.

## **Strategic Planning Kickoff**

President Biff Williams reviewed the purpose of the strategic planning process and introduced Dr. John Welty, AASCU Senior Consultant. Dr. Welty reviewed the process and timeline of developing the strategic plan and trends in higher education. Attendees participated in a small group exercise to identify trends, events, and issues impacting higher education over the next five

years and identified areas of distinction, strengths, improvements, opportunities, and threats to the university. Dr. Welty summarized takeaways from the small group exercises to build on for the university's strategic plan.

Governor Francka called for a motion to recess the retreat with plans to reconvene the meeting at 8:30 a.m. on Friday, August 2, 2024. Governor Freeman provided a motion, receiving a second from Governor Kampeter.

Motion passed 7-0. The meeting recessed at 3:58 p.m.

Governor Francka reconvened the meeting at 8:30 a.m. on Friday, August 2, 2024. Governors in attendance: Elliott, Francka, Freeman, Gourley, Kampeter, Schrag, and Waters.

### **Board of Governors Panel**

Zora Mulligan, Executive Vice President, moderated a panel of the Board of Governors on the perceptions of higher education and what themes the university should incorporate into its strategic plan. Board members shared information on feedback they hear on higher education and Missouri State in their districts.

### **Legislative Preview**

Ms. Mulligan provided a legislative preview on elections, budget, funding model, degree authorization legislation, and issues from the past and new ideas.

A break was observed from 9:38 a.m. – 9:50 a.m.

### **2024-2025 Action Plan**

Brent Dunn, Vice President for University Advancement and Athletics Director Search Committee Chair, provided an update on the search for an athletics director. He shared that the search committee conducted semi-finalist interviews and four finalists will be brought to campus for interviews with internal and external stakeholders. Information on the candidates and open forums will be available to the public the following week.

Casey Hunt, Interim Athletics Director, provided an update on the transition to FBS football which includes submitting the reclassification application to NCAA. She shared that the university has advanced to the two-year reclassification period in which annual reports will be submitted for final approval to elevate to FBS football.

President Williams provided an update on facilities improvements for athletics as part of the recommendations from Conference USA.

Dr. John Jasinski, Provost, and Dr. Tammy Jahnke, Dean of the College of Natural and Applied Sciences, provided an update on reaccreditation for the Springfield Campus from the Higher Learning Commission (HLC). Highlights of their presentation included information on HLC, reporting requirements, criterion, process, and Board involvement.

Dr. Dennis Lancaster, Chancellor of the West Plains campus, provided an update on how the campus is addressing the HLC probation sanction. The campus is developing methods for consistent learning assessment across all programs and courses and has made investments in software to monitor and report on learning assessments. HLC will complete a full site visit November 17-18, 2025.

A break was observed from 11:00 a.m. to 11:32 a.m.

### **Old Business**

President Williams provided an update on progress made on the presidential transition plan. He shared that of the 70 action items in the plan, 53 have been completed. He highlighted additional upcoming meetings and events that he will participate in to continue making connections with the campus and community.

### **New Business**

Mr. Dunn provided a Foundation year-end report. He shared that numbers are close to the same as last year for number of donors, annual gifts, and one-time gifts and significantly up in capital facilities gifts. He also provided a historical overview of gifts to the Foundation since its inception in 1982.

Governor Francka led a discussion of the 2025 Board of Governors Officers. Governor Waters recommended that Governor Francka move from Vice Chair to Chair for 2025 and that Governor Missy Gourley be considered for Vice Chair for 2025. The election of officers will be held at the October 18, 2024, Board meeting.

### **Closed Session**

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. Governor Francka asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

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

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

R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...” and

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

Governor Schrag provided a motion for approval, receiving a second from Governor Kampeter.

A roll call vote was taken. Those voting in favor – Governors Elliott, Francka, Freeman, Gourley, Kampeter, Schrag, and Waters; those voting against – none; those absent – Governor Parman.

The open meeting recessed at 11:53 a.m. to go into closed session.

The open meeting reconvened at 12:56 p.m.

**Adjournment**

With no additional information needing to be discussed, Governor Francka called for a motion to adjourn the meeting. Governor Freeman provided a motion to adjourn, receiving a second from Governor Missy Gourley.

Motion passed 7-0.

Meeting adjourned at 12:57 p.m.

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Lynn Parman  
Board Chair

Approved at the meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board



II.B.

**MINUTES OF THE  
BOARD OF GOVERNORS SPECIAL MEETING  
MISSOURI STATE UNIVERSITY  
WEDNESDAY, AUGUST 28, 2024**

The Board of Governors for Missouri State University held a special meeting via Zoom webinar on Wednesday, August 28, 2024, with Governor Lynn Parman, Chair of the Board, presiding. Governor Parman called the meeting to order at 5:00 p.m.

**Roll Call**

Present – Lynn Parman, Chair of the Board  
Anson Elliott, Governor  
Tim Francka, Governor  
Travis Freeman, Governor  
Missy Gourley, Governor  
Ann Kampeter, Governor  
Jeff Schrag, Governor  
Chris Waters, Governor

Also present – Biff Williams, President  
Rachael Dockery, General Counsel and Vice President for Legal Affairs  
and Compliance  
Rowena Stone, Secretary to the Board of Governors

**Closed Session**

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. Governor Parman asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

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

R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...;” and

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

Governor Travis Freeman provided a motion for approval, receiving a second from Governor Ann Kampeter.

A closed roll-call vote was taken. Those voting in favor – Governors Elliott, Francka, Freeman, Gourley, Kampeter, Parman, Schrag, and Waters; those voting against – none.

The open meeting recessed at 5:02 p.m. to go into closed session.

The open meeting reconvened at 5:26 p.m.

**Adjournment**

With no additional information needing to be discussed, Governor Parman called for a motion to adjourn the meeting. Governor Tim Francka provided a motion, receiving a second from Governor Freeman.

Motion passed 8-0.

Meeting adjourned at 5:27 p.m.

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Lynn Parman  
Board Chair

Passed at the meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1774-24  
Approval of Employment  
Agreements for University Athletics

**WHEREAS**, the University desires to employ those Athletic Coaches/Administrators designated as New Hires in Schedule 1, pursuant to the terms and conditions of a mutually executed Athletics Employment Agreement.

**WHEREAS**, the University desires to amend the terms and conditions of a mutually executed Athletics Employment Agreement as to the First Amended Agreements in Schedule 1.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University approves and authorizes the President to execute the applicable Employment Agreement for Athletics for individuals listed in Schedule 1.

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**Comments:**

Individuals listed may also be eligible to earn achievement payments contingent upon the athletic success of certain athletics teams, pursuant to the terms of their Employment Agreement.

All First Amendment to Athletics Employment Agreements contain annual compensation increases effective September 1, 2024. The increased salaries are specified in each respective amendment.

The additional compensation in the First Amended Agreements is the result of internal, budgetary reallocations in the men's basketball program.

Schedule 1

| Coach/Administrator's Name | Area             | Position             | Contract Salary     | Designation   |
|----------------------------|------------------|----------------------|---------------------|---------------|
| Tarrance Crump             | Men's Basketball | Assistant Coach      | \$95,000.00/annual  | First Amended |
| Carson Cunningham          | Men's Basketball | Assistant Coach      | \$125,000.00/annual | First Amended |
| Brittany Gray              | Softball         | Assistant Coach      | \$50,000.00/annual  | New Hire      |
| Austin Hale                | Women's Tennis   | Head Coach           | \$43,260.00/annual  | New Hire      |
| Marco Harris               | Men's Basketball | Assistant Coach      | \$95,000.00/annual  | First Amended |
| Jessica Weber              | Softball         | Assistant Coach      | \$30,000.00/annual  | New Hire      |
| Steve Woodberry            | Men's Basketball | Assistant Coach      | \$95,000.00/annual  | New Hire      |
| Kian Yari                  | Men's Soccer     | Associate Head Coach | \$20.83/hourly      | New Hire      |
|                            |                  |                      |                     |               |
|                            |                  |                      |                     |               |
|                            |                  |                      |                     |               |
|                            |                  |                      |                     |               |

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

CURRICULUM NO. 403-24a  
Approval of Revised Academic  
Calendar for 2025-2026

**WHEREAS**, the Academic Calendar Committee has coordinated preparation of the University's academic calendar for the 2025-2026 Academic Year; and

**WHEREAS**, the Academic Calendar is reviewed each year to assure responsiveness to both University and community needs; and

**WHEREAS**, the Academic Calendar Committee has made its recommendations after a careful review of the data collected and other input provided by the Academic Leadership Council, Administrative Council, faculty, students, Springfield Public School leadership, OTC and other community partners; and

**WHEREAS**, the Academic Calendar Committee will continue to collect data and insights from both faculty and students on the structure of the calendar; and

**WHEREAS**, attached hereto is the proposed Academic Calendar for the 2025-2026 Academic Year;

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the Academic Calendar for 2025-2026 be approved.

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**Comments:**

The Academic Calendar committee is recommending the following format of the calendar for 2025-2026. Revision was required due to an error in the number of weeks for the Spring semester of 2026. Homecoming will be determined after CUSA Football schedule is complete.

**MISSOURI STATE UNIVERSITY**  
**Academic Calendar**  
**2025 - 2026**

**FALL 2025 INTERSESSION**

|           |        |                           |
|-----------|--------|---------------------------|
| July 28   | Monday | Interession Classes Begin |
| August 15 | Friday | Interession Classes End   |

**FALL 2025 SEMESTER**

|                |                   |                                      |
|----------------|-------------------|--------------------------------------|
| August 18      | Monday            | First Day of Classes                 |
| September 1    | Monday            | Labor Day Holiday*                   |
| October 7      | Tuesday           | First Block Classes End              |
| October 8      | Wednesday         | Mid-Semester/First Block Final Exams |
| October 9-12   | Thursday-Sunday   | Fall Break*                          |
| October 13     | Monday            | Second Block Classes Begin           |
| November 22-30 | Saturday-Sunday   | Thanksgiving Vacation*               |
| December 4     | Thursday          | Last Day of Classes                  |
| December 5     | Friday            | Study Day*                           |
| December 6-11  | Saturday-Thursday | Final Exams Period                   |
| December 12    | Friday            | Commencement                         |

**WINTER 2026 INTERSESSION**

|           |        |                           |
|-----------|--------|---------------------------|
| January 5 | Monday | Interession Classes Begin |
| January 9 | Friday | Interession Classes End   |

**SPRING 2026 SEMESTER**

|             |                   |   |
|-------------|-------------------|---|
| January 12  | Monday            | First Semester & First Block Classes Begin  |
| January 19  | Monday            | Martin Luther King Jr. Holiday*   |
| February 16 | Monday            | Presidents' Day Holiday*  |
| February 18 | Wednesday         | Monday evening classes meet (4:00 p.m. or later).<br>Wednesday evening classes do NOT meet. |
| March 5     | Thursday          | First Block Classes End   |
| March 6     | Friday            | Mid-Semester/First Block Final Exams  |
| March 9     | Monday            | Second Block Classes Begin  |
| March 14-22 | Saturday-Sunday   | Spring Break*   |
| April 3-5   | Friday-Sunday     | Spring Holiday*   |
| April 30    | Thursday          | Last Day of Classes   |
| May 1       | Friday            | Study Day*  |
| May 2-7     | Saturday-Thursday | Final Exams Period  |
| May 8       | Friday            | Commencement  |

**SUMMER 2026 INTERSESSION**

|        |        |                           |
|--------|--------|---------------------------|
| May 11 | Monday | Interession Classes Begin |
| May 25 | Monday | Memorial Day Holiday*     |
| May 29 | Friday | Interession Classes End   |

**SUMMER 2026 SESSION**

|            |                  |  |
|------------|------------------|--|
| June 1     | Monday           | 1st, 2nd, & 3rd Sessions Begin         |
| June 19    | Friday           | Juneteenth Observed*                   |
| June 25    | Thursday         | 3rd Session Ends                       |
| June 29    | Monday           | 4th Session Begins                     |
| July 2     | Thursday         | 2nd Session Ends                       |
| July 3     | Friday           | Independence Day Observed*             |
| July 22    | Wednesday        | Last Day of Classes/1st & 4th Sessions |
| July 23-24 | Thursday- Friday | Final Exams Period                     |

\*Classes will NOT meet on these dates.

Updated 7/30/2024

III.C.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 135-24  
Approval of Revisions to G4.01  
University Center Policy

**WHEREAS**, on February 19, 1999, the Board of Governors (“BOG”) initially approved its policy governing the establishment and management of university centers, entitled G4.01 University Center Policy; and

**WHEREAS**, certain revisions should be made to the Policy to update its language; and

**WHEREAS**, Administration recommends approval of the revised Policy by the BOG.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the new governing policy G4.01 University Center Policy is hereby approved and shall replace and supersede the existing version of this Policy.

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

## **COMMENTS:**

University centers are established to enhance the accomplishment of the University mission in a manner more effectively than would be possible through existing University units (i.e., colleges, schools, academic departments, and administrative units). This policy includes procedures for the establishment, continuation, management, and support of these centers.

University centers are intended to serve a mission of research, teaching, or service that is external to the University. The term “center” is also used in the names of several University units that primarily serve students, faculty, and staff. Those units are not included in the University Center Policy.

The University Center Policy was originally approved by the Board of Governors in 1999. This policy revision aims to strengthen the definitions section, update terminology and titles to reflect current University structure, and clarify the decision-making and oversight role of Deans and Vice Presidents regarding centers operating within their academic or administrative unit.

The revised policy adds a requirement for centers to undergo annual reviews to assess accomplishments and confirm continuation. The previous version of this policy called for annual reviews for the first three years of operation of a new center and once every five years for established centers.

This policy update also adds an allowance for establishment of “University-level centers,” which would be multidisciplinary centers that span multiple academic colleges or administrative units. Oversight of University-level centers would be the responsibility of the Provost for multidisciplinary academic centers or the Vice President for Community and Global Partnerships for multidisciplinary administrative centers, in consultation with Deans and/or Vice Presidents holding supervisory responsibilities over participating units.



# University Center Policy

## *G4.01 University Center Policy*

- I. Introduction
  - II. Definitions
  - III. Establishment and Continuation of Centers
  - IV. Management, Administration and Coordination of University Centers
- 

## I. Introduction

The organizational structure of the University, consisting of administrative and academic units, was developed to enable the fulfillment of the University mission. The University recognizes the establishment of centers provides an alternate alignment of resources to enhance the ability of the University to fulfill its mission. Center is a broad descriptor for organizations that are formally recognized as University units and function as an adjunct to the traditional University units (i.e., colleges, schools, academic departments, and/or administrative units). Centers are established to enhance the accomplishment of the University mission in a manner more effectively than would be possible through existing University units. This policy includes procedures for establishment, continuation, management and support of these centers.

## II. Definitions

For the purpose of this policy, a “center” is an academic or administrative unit that focuses primarily on the performance of multidisciplinary research, education, training and service projects that serve external entities and receive support primarily from external sources including grants, contracts, fees (for services, workshops, conferences, etc.) and gifts. Centers are housed within an academic college or administrative division.

This policy also applies to units with other titles, such as institute, agency, bureau or field station.

This policy does not apply to units that primarily provide service to the University community (i.e. students, faculty, staff), which are primarily funded through University appropriated funds and student fees.

A “Center Plan” is a document that outlines the need for a proposed University Center, including the mission, goals, and strategies of the center. The Center Plan also outlines the personnel and financial resources anticipated for ongoing center operations. The Center Plan will be reviewed annually through the “Center Progress Report” process detailed in this policy.

A “Termination Plan” is a document that outlines the process of discontinuing a center in a manner that ensures outstanding project commitments are fulfilled and center resources are distributed in accordance with University policies and relevant contract requirements.

“Self-sufficiency” is a factor in determining the continuation of centers; it is achieved by securing and maintaining sufficient revenue to cover center expenses through a combination of ongoing acquisition of external funding and other resources, and the continued commitments of resources by other University units.

### **III. Establishment and continuation of centers**

#### **Development of a center plan**

Centers will be established with the approval of the University's Board of Governors. The first step in that process is development of a Center Plan, which is a document that includes the following:

1. An overview of the demonstrated needs the new center is proposed to address, including an explanation of why and how those needs can be addressed more effectively by the proposed center than by existing University units.
2. Mission, goals, and strategies of the proposed center.
3. Identification of center personnel, including the nomination of a faculty member or professional staff member to serve as director of the center. Any other administrative and/or technical support positions must be identified. Position descriptions for all center personnel must be included.
4. Reporting lines will be determined and must be aligned within existing University units.
5. Proposed budget and sources of funding for the time of current University personnel and new personnel, purchase of equipment and supplies, travel, and any other expenses essential for the establishment of the center and performance of its activities for the first year.
6. Requests for University space, facilities, equipment, and other resources.
7. Proposed project activity and funding expectations for three years.  
(Proposed centers should not compete with existing units, but instead should expand the opportunities for the University to undertake projects that are consistent with its mission.)

The Center Plan shall be submitted for review through the reporting lines of the academic or administrative units that will be committing resources to the center. For example, a plan developed within a department must be approved by the academic unit leaders (Department Head, School Director, College Dean). A center that will utilize resources of multiple departments within or across colleges or administrative units must

be approved by academic or administrative unit leaders whose resources are to be involved in the center's activities.

The Center Plan and acknowledgment of commitments shall be submitted to the supervising College Dean or Vice President. If approved, the Center Plan will be presented to Administrative Council for review, and to the Provost and President for approval. A summary of the Center Plan will be submitted to the University Board of Governors for review and approval.

### **Periodic review of University centers**

Centers will undergo annual reviews to assess accomplishments and adequacy of resource support. These reviews will include development of a Center Progress Report that addresses the following topics:

1. Summary of center activities for the reporting period, including an evaluation of the center's progress relative to defined goals and objectives within the center's mission, and contribution to the university's mission, long-range plan, and research strategy.
2. Revenue and expenses for the reporting period, including an assessment of the return on investment of public and private funding (if applicable).
3. Proposed changes in mission, goals, strategies, and resource requirements.
4. Proposed changes in sources of support to ensure self-sufficiency whenever external sources of support or current commitments from other University units are to be reduced or discontinued.
5. Projected activities and anticipated revenue for the coming year.
6. Recommendation for center status (continuation, termination, or probationary action plan) for the coming year.

The Center Progress Report will be submitted to the supervising Dean or Vice President for review and approval at least 30 days prior to expiration of the currently approved continuation period. Any objections identified during the Center Progress Report review must be addressed and resolved prior to notification of continuation.

### **Discontinuation of University centers**

Centers are established to enhance the ability of the University to fulfill its mission. A center may be discontinued when its activities are not consistent with the University's mission, are found to be counter to the harmonious implementation of the University's operations or have failed to achieve self-sufficiency for two (2) consecutive years. (New centers, however, have three (3) years to achieve self-sufficiency.) Prior to termination, the supervising Dean or Vice President will undertake a special review to determine the need for discontinuation of the center. A decision to discontinue a center will be presented to Administrative Council for review, and to the Provost and President for approval. A summary of the decision to discontinue a center will be submitted to the University Board of Governors for review and approval. A Termination Plan will then be

developed to ensure that the outstanding project commitments are fulfilled, and center resources are distributed in accordance with University policies and relevant contract requirements.

## **IV. Management, administration and coordination of University centers**

### **Management of a center**

Centers shall be aligned within existing University units and follow comparable reporting lines to either a College Dean or Vice President. A center director shall be nominated in the Center Plan. Once established, changes in directorship shall be submitted for approval following the University's Employment Policies and Procedures, as outlined in G7.02-3.

The center director will have overall responsibility for the center including implementation of the Center Plan, developing affiliations with other University units consistent with the center mission, management and coordination of personnel associated with the center, financial management of the center, and submission of reports required under this policy.

A center will be expected to secure the resources needed to administer all center activities. Depending on the Center Plan, a University unit may provide personnel or financial support for a center housed within the unit. The distribution of indirect costs to a center or associated University unit is outlined in Op4.02-9.

### **Administrative oversight of a center**

College Deans and Vice Presidents will ensure that centers, like all other academic and administrative units, are conducting their daily activities in accordance with University policies and procedures with respect to financial operations, personnel actions, agreements with outside entities, and faculty/staff activity reporting including outside activity and conflict of interest.

Deans and Vice Presidents should also provide oversight of centers with respect to marketing and publicity to ensure: (1) accurate representation of their affiliation with the University, (2) maintenance of appropriate use of the University name, and (3) compliance with all applicable institutional requirements. Deans and Vice Presidents are also responsible for ensuring that periodic reviews and reporting requirements are completed in accordance with this policy.

If a multidisciplinary center spans multiple academic colleges or administrative units, it will be considered a University-level center. Oversight of University-level centers will be the responsibility of the Provost for multidisciplinary academic centers or the Vice President for Community and Global Partnerships for multidisciplinary administrative

centers, in consultation with Deans and/or Vice Presidents holding supervisory responsibilities over participating units.

### **Coordination of University centers**

The Office of the Provost and the Vice President for Community and Global Partnerships will coordinate the review and approval of proposed new centers and facilitate the review of existing centers. The Office of Research Administration will maintain a list of existing University Centers and summaries of center activities.

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 482-24

Approval of City of Springfield License  
Agreement to Use Public Right-of-Way for a  
Shuttle Shelter

**WHEREAS**, in May 2024, the Board of Governors approved an expenditure of Wyrick funds, as authorized by the Wyrick Commission and voted on by the students, to implement a project to install two Bearline shuttle shelters; and

**WHEREAS**, one of the Bearline shuttle shelters will be located at 901 E. Elm Street, Springfield, Missouri, in a public right-of-way; and

**WHEREAS**, the City of Springfield grants permission to the University to erect, install, and maintain the Bearline shuttle shelter in the public right-of-way.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors of Missouri State University that the License Agreement to Use Public Right-of-Way for a Shuttle Shelter with the City of Springfield is approved.

**BE IT FURTHER RESOLVED** that the administration of the University, including the Vice President for Administrative and Finance, be authorized to prepare and execute said agreement and related documents, and perform other acts as may be necessary to implement this resolution.

\_\_\_\_\_  
Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

**COMMENTS:**

The university shall erect, install, and maintain in good repair the Bearline shuttle shelter at 901 E. Elm Street.

The agreement has been reviewed by the Office of General Counsel.

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1619-24  
Approval of bids and award of a contract to  
replace the fire pump at Hammons Student  
Center

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of MSI Constructors in the amount of Two Hundred Sixty Thousand Six Hundred and 00/100ths dollars (\$260,600.00) for the base bid plus alternate 1 to replace the fire pump at Hammons Student Center be accepted, approved, and awarded.

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

|                                    |                     |
|------------------------------------|---------------------|
| <b>Project Budget</b>              |                     |
| Consultant Fees                    | \$40,000.00         |
| Construction Costs                 | \$260,600.00        |
| Project Administration             | \$18,242.00         |
| Construction Contingency           | \$41,158.00         |
| Furniture, Fixtures, and Equipment | \$0.00              |
| Telecommunications                 | \$0.00              |
| Relocation Costs                   | \$0.00              |
| <b>Total Project Budget</b>        | <b>\$360,000.00</b> |
| <b>Funding Source</b>              |                     |
| Replace Fire Pump, HSC             | \$360,000.00        |
| <b>Total Funding Source</b>        | <b>\$360,000.00</b> |

**BE IT FURTHER RESOLVED** that this be paid from the Replace Fire Pump, HSC budget funded by the President’s Program Enhancement fund.

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

\_\_\_\_\_  
Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board



**COMMENTS:**

The bids received on this project are as follows:

| <b>Contractor</b>                | <b>Base Bid</b> | <b>Alternate 1</b> | <b>Total (Base Bid + Alt. 1)</b> |
|----------------------------------|-----------------|--------------------|----------------------------------|
| <b>MSI Constructors</b>          | \$256,000.00    | \$4,600.00         | \$260,600.00                     |
| <b>Kenmar Construction, Inc.</b> | \$311,900.00    | \$10,250.00        | \$322,150.00                     |

This project replaces the existing fire pump at Hammons Student Center to meet current code standards. New equipment will include a 1,250 gallons per minute fire pump with appropriate pressure rating, a new jockey pump, and a new fire pump controller with integral transfer switch. Additionally, work includes replacing the electrical feeder to the pump, providing a backflow preventer on the fire service to the building, and repairing the fire department connection piping. Work is scheduled to be completed during the spring 2025 semester.

Alternate 1 includes fire department connection excavation, inspection, elbow replacement, and a pressure test. It is recommended that this alternate be accepted.

This project will be paid from the Replace Fire Pump, HSC budget funded by the President’s Program Enhancement fund (\$360,000.00).

III.D.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1620-24  
Approval of bids and award of a contract to  
renovate room 105 at Meyer Library

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of Bales Construction Company, Inc. in the amount of One Hundred Eighty-two Thousand and 00/100ths dollars (\$182,000.00) for the base bid plus alternate 2 to renovate room 105 at Meyer Library be accepted, approved, and awarded.

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

| <b>Project Budget</b>              |                     |
|------------------------------------|---------------------|
| Consultant Fees                    | \$40,000.00         |
| Construction Costs                 | \$182,000.00        |
| Project Administration             | \$9,100.00          |
| Construction Contingency           | \$27,300.00         |
| Furniture, Fixtures, and Equipment | \$135,000.00        |
| Telecommunications                 | \$25,600.00         |
| Relocation Costs                   | \$1,000.00          |
| <b>Total Project Budget</b>        | <b>\$420,000.00</b> |
|                                    |                     |
| <b>Funding Source</b>              |                     |
| Reno Rm 105, Meyer Library         | \$420,000.00        |
| <b>Total Funding Source</b>        | <b>\$420,000.00</b> |

**BE IT FURTHER RESOLVED** that this be paid from the Reno Rm 105, Meyer Library budget funded by the Information Services – Operating budget.

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

\_\_\_\_\_  
Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

**COMMENTS:**

The bids received on this project are as follows:

| <b>Contractor</b>                       | <b>Base Bid</b> | <b>Alternate 1</b> | <b>Alternate 2</b> | <b>Alternate 3</b> | <b>Total (Base Bid + Alt. 2)</b> |
|---|-----------------|--------------------|--------------------|--------------------|----------------------------------|
| <b>Bales Construction Company, Inc.</b> | \$169,000.00    | \$205,000.00       | \$13,000.00        | \$3,300.00         | \$182,000.00                     |
| <b>Friga Construction Company</b>       | \$217,000.00    | \$144,500.00       | \$12,500.00        | \$1,750.00         | \$229,500.00                     |

This project will renovate room 105 in Meyer Library, currently an open access computer lab, to contain an office suite for the user support group of Computer Services. Work is scheduled to be completed during the spring 2025 semester.

Alternate 2 installs a water fountain with bottle filling station. It is recommended that this alternate be accepted.

Alternate 1 would have provided metal stud framing walls in lieu of furniture walls. Alternate 3 would have removed and relocated the existing return air floor grille and repaired the flooring. These alternates are not being accepted due to cost.

This project will be paid from the Reno Rm 105, Meyer Library budget funded by the Information Services – Operating (\$420,000.00) budget.

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1775-24  
Approval of Actions Concerning  
Academic Employees

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> |
|-------------|--|-----------------------|------------------|
| Sohee Kim   | Assistant Professor<br>School of Accountancy | \$151,000<br>annually | 01/06/25         |

**UNRANKED FACULTY APPOINTMENTS (Term):**

| <u>Name</u>          | <u>Position-Department</u>   | <u>Salary</u>        | <u>Effective</u>     |
|----------------------|--|----------------------|----------------------|
| Kenneth Briggenhorst | Instructor<br>Art & Design   | \$52,000<br>annually | 08/12/24<br>05/09/25 |
| Cheri Hamilton       | Instructor<br>School of Agriculture Science &<br>Conservation        | \$51,500<br>annually | 08/12/24<br>05/09/25 |
| Constance Nelson     | Instructor<br>Communication, Media, Journalism &<br>Film             | \$52,000<br>annually | 08/12/24<br>05/09/25 |
| Elena Pathak         | Instructor<br>School of Construction, Design &<br>Project Management | \$65,000<br>annually | 08/12/24<br>05/09/25 |
| Kerra Taylor         | Instructor<br>Art & Design   | \$52,000<br>annually | 08/12/24<br>05/09/25 |
| Amy Anderson         | Clinical Assistant Professor<br>School of Nursing                    | \$73,000<br>annually | 08/11/25<br>05/08/26 |
| Mallory Covington    | Clinical Assistant Professor<br>School of Nursing                    | \$75,000<br>annually | 08/11/25<br>05/08/26 |
| Alexis Curran        | Clinical Assistant Professor<br>School of Nursing                    | \$71,000<br>annually | 08/11/25<br>05/08/26 |
| Kalene Jochems       | Clinical Assistant Professor<br>School of Nursing                    | \$71,000<br>annually | 08/11/25<br>05/08/26 |

Academic Personnel Board Actions, cont'd.

Page 2

|                 |   |                      |                      |
|-----------------|---|----------------------|----------------------|
| Sheila Luttrull | Clinical Assistant Professor<br>School of Nursing | \$75,000<br>annually | 08/11/25<br>05/08/26 |
| Sarah Rinaldi   | Clinical Assistant Professor<br>School of Nursing | \$73,000<br>annually | 08/11/25<br>05/08/26 |
| Shauna Romine   | Clinical Assistant Professor<br>School of Nursing | \$75,000<br>annually | 08/11/25<br>05/08/26 |
| Vanessa Taylor  | Clinical Assistant Professor<br>School of Nursing | \$73,000<br>annually | 08/11/25<br>05/08/26 |
| Hailey Wecker   | Clinical Assistant Professor<br>School of Nursing | \$71,000<br>annually | 08/11/25<br>05/08/26 |

(See Addendum A for Per Course Faculty Appointments)

(See Addendum B for Summer Appointments)

(See Addendum C for Supplemental Payments)

(See Addendum D for Graduate Teaching Assistant Appointments)

**RESIGNATIONS:**

| <u>Name</u>      | <u>Position-Department</u>   | <u>Effective</u> |
|------------------|--|------------------|
| Kristin Harper   | Instructor<br>Languages, Cultures & Religions                                | 05/10/24         |
| Andrea Applegate | Associate Professor<br>Physician Assistant Studies<br>(12-month appointment) | 08/31/24         |
| Benjamin Goss    | Associate Professor<br>Management  | 12/31/24         |
| Kenneth Bedell   | Assistant Professor<br>School of Mental Health & Behavioral Sciences         | 05/09/25         |

|                |  |          |
|----------------|--|----------|
| Sarah Wilcoxon | Associate Professor<br>Theatre & Dance | 05/09/25 |
|----------------|--|----------|

**RETIREMENTS:**

| <u>Name</u>        | <u>Position-Department</u>                                    | <u>Effective</u> |
|--------------------|---|------------------|
| Dea Borneman       | Professor<br>Library<br>(12-month appointment)                | 08/31/24         |
| Anne Marie Hunter  | Associate Professor<br>School of Health Sciences              | 10/31/24         |
| James Baumlin      | Distinguished Professor<br>English                            | 12/13/24         |
| James Dicke        | Professor<br>History  | 12/13/24         |
| Susan Dollar       | Professor<br>School of Mental Health & Behavioral Health      | 12/13/24         |
| Carol Maples       | Professor<br>Theatre & Dance                                  | 12/13/24         |
| Charles Rovey      | Professor<br>School of Earth Environment & Sustainability     | 12/13/24         |
| Thomas Peters      | Dean<br>Professor<br>Library<br>(12-month appointment)        | 12/31/24         |
| R. Isabelle Bauman | Associate Professor<br>Communication, Media Journalism & Film | 05/09/25         |
| Catherine English  | Professor<br>English  | 05/09/25         |
| F. Thornton Miller | Professor<br>History  | 05/09/25         |

Academic Personnel Board Actions, cont'd.

Page 4

|                 |  |          |
|-----------------|--|----------|
| Emmett Redd     | Professor<br>Physics, Astronomy & Materials Science  | 05/09/25 |
| Patrick Scott   | Professor<br>Political Science & Philosophy  | 05/09/25 |
| John Jasinski   | Provost<br>Office of the Provost<br>(12-month appointment)                                 | 06/30/25 |
| Julie Masterson | Associate Provost & Dean of Graduate College<br>Graduate College<br>(12-month appointment) | 06/30/25 |
| Vonda Yarberry  | Department Head<br>Professor<br>Art & Design<br>(12-month appointment)                     | 07/31/25 |

**LEAVE WITH PAY:**

| <u>Name</u>       | <u>Position-Department</u>   | <u>Effective</u>     |
|-------------------|--|----------------------|
| Anne Marie Hunter | Associate Professor<br>School of Health Sciences                     | 08/01/24<br>10/31/24 |
| Benjamin Goss     | Associate Professor<br>Management                                    | 08/07/24<br>12/31/24 |
| William Deal      | Associate Professor<br>School of Mental Health & Behavioral Sciences | 08/19/24<br>12/31/24 |
| McCall Christian  | Assistant Professor<br>School of Health Care Professions             | 01/13/25<br>05/08/25 |

**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.

|              |   |
|--------------|---|
| Dana Haggard | Professor, Management<br>Fall 2024<br>Neurodiverence and the workplace. |
|--------------|---|

K. Stephen Haggard      Professor, Finance Economics & Risk Management  
 Fall 2024  
 Do wide economic moats provide superior risk-adjusted returns for mutual fund  
 Investors?

**CHANGE OF STATUS:**

| <u>Name</u>      | <u>Position-Department</u>   | <u>Action</u> | <u>Effective</u> |
|------------------|--|---------------|------------------|
| Katelyn McCoy    | Senior Instructor  | Reappointment | 07/01/24         |
|                  | School of Hospitality & Agricultural<br>Leadership   |               | 06/30/25         |
| David Meinert    | Dean   | Reappointment | 07/01/24         |
|                  | College of Business  |               | 06/30/29         |
|                  | Professor<br>Computer Information Systems  |               |                  |
| Diderika Telting | From: Clinical Associate Professor<br>Communication Sciences &<br>Disorders<br>\$76,986 annually   | Status Change | 07/01/24         |
|                  | To: Program Director, Speech-Language<br>Pathology<br>School of Health Care Professions<br>\$76,986 annually<br>(\$500 monthly supplemental) |               | 06/30/26         |
| Nancy Asay       | From: Senior Instructor<br>Technology & Construction<br>Management   | Status Change | 08/01/24         |
|                  | To: Faculty Emeritus<br>Technology & Construction<br>Management  |               |                  |
| Kathryn Gibson   | From: Assistant Professor<br>Greenwood Laboratory School   | Status Change | 08/01/24         |
|                  | To: Faculty Emeritus<br>Greenwood Laboratory School  |               |                  |



Academic Personnel Board Actions, cont'd.

Page 6

|                         |  |               |                      |
|-------------------------|--|---------------|----------------------|
| Chin-Feng Hwang         | From: Chancellor of Mtn Grove<br>School of Agricultural Science &<br>Conservation<br>\$130,810 annually<br>(12-month appointment)<br><br>To: Distinguished Professor<br>School of Agricultural Science &<br>Conservation<br>\$96,417 annually<br>(9-month appointment) | Status Change | 08/01/24             |
| Rebecca Swearingen      | From: Associate Professor<br>School of Teaching Learning &<br>Developmental Science<br><br>To: Faculty Emeritus<br>School of Teaching Learning &<br>Developmental Science  | Status Change | 08/01/24             |
| Kelly Wood              | From: Associate Vice President for<br>Student Success<br>Student Success<br><br>To: Associate Provost for Student<br>Success<br>Student Success  | Title Change  | 08/01/24             |
| Matt Bekebrede          | Instructor<br>School of Hospitality & Agricultural<br>Leadership   | Reappointment | 08/12/24<br>05/09/25 |
| Nichole Busdieker-Jesse | Senior Instructor<br>School of Hospitality & Agricultural<br>Leadership  | Reappointment | 08/12/24<br>05/09/25 |
| Katherine Haring        | Instructor<br>Management   | Reappointment | 08/12/24<br>05/09/24 |

Academic Personnel Board Actions, cont'd.

Page 7

|                   |  |                           |                      |
|-------------------|--|---------------------------|----------------------|
| Jeffrey Jones     | From: Department Head<br>Professor<br>Finance Economics & Risk<br>Management<br>\$199,605 annually<br>To: Associate Dean<br>College of Business<br>Professor<br>Finance Economics & Risk<br>Management<br>\$210,586 annually | Status Change             | 08/12/24             |
| Sandra Meyers     | Clinical Assistant Professor<br>Finance Economics & Risk Management  | Reappointment             | 08/12/24<br>05/09/24 |
| Wajeana White     | Senior Instructor<br>School of Hospitality & Agricultural<br>Leadership  | Reappointment             | 08/12/24<br>05/09/24 |
| Dea Borneman      | From: Professor<br>Library<br>To: Faculty Emeritus<br>Library  | Status Change             | 09/01/24             |
| Roberto Canales   | From: Professor<br>Physician Assistant Studies<br>To: Faculty Emeritus<br>Physician Assistant Studies  | Status Change             | 09/01/24             |
| Anne Marie Hunter | From: Associate Professor<br>School of Health Sciences<br>To: Faculty Emeritus<br>School of Health Sciences  | Status Change             | 11/01/24             |
| Margaret Watson   | Associate Professor<br>Sociology Anthropology & Gerontology  | Sabbatical Date<br>Change | 01/01/25<br>12/31/25 |

Emmett Redd

From: Professor  
Physics, Astronomy & Materials  
Sciences

Status Change

08/01/25

To: Faculty Emeritus  
Physics, Astronomy & Materials  
Sciences

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the fall semester: August 12, 2024 through December 13, 2024.**

| <u>Name</u>           | <u>Department</u>                   | <u>Salary</u> |
|-----------------------|-------------------------------------|---------------|
| Acevedo, Andre        | Music                               | \$8,213.00    |
| Albritton, Stephanie  | Information Tech & Cybersecurity    | \$6,000.00    |
| Ampleman, James       | Marketing                           | \$8,000.00    |
| Anderson, Barbara     | English                             | \$2,484.00    |
| Anderson, Sara        | School-Spec Ed Ldrshp Prof Studies  | \$2,445.00    |
| Appleton, Joni        | Missouri State Outreach             | \$4,075.00    |
| Arciniegas, Guillermo | Languages Cultures & Religions      | \$4,968.00    |
| Armstrong, Barrington | Foreign Language Institute          | \$2,048.00    |
| Arora, Sonia          | School-Spec Ed Ldrshp Prof Studies  | \$3,045.00    |
| Athmer, Keith         | Information Tech & Cybersecurity    | \$8,000.00    |
| Baffour, Kristos      | Chemistry & Biochemistry            | \$5,880.00    |
| Baker, Anne           | Comm Sciences & Disorders           | \$2,445.00    |
| Baker, Gina           | School-Teaching Learn & Develop Sci | \$2,445.00    |
| Baker, Rebecca        | Physics Astronomy & Materials Sci   | \$3,550.00    |
| Balasundaram, Megan   | Management                          | \$3,400.00    |
| Ball, Michelle        | School-Teaching Learn & Develop Sci | \$1,467.00    |
| Barnes, Jessica       | History                             | \$2,700.00    |
| Barnett, Stephen      | History                             | \$5,400.00    |
| Bateman, James        | Information Tech & Cybersecurity    | \$4,000.00    |
| Baugus, Samantha      | English                             | \$6,168.00    |
| Beary, Allyson        | Comm Sciences & Disorders           | \$2,445.00    |
| Beckman, Alexandra    | School-Spec Ed Ldrshp Prof Studies  | \$2,445.00    |
| Belcher, Kendra       | Missouri State Outreach             | \$2,445.00    |
| Belisle, Jordan       | School-Mental Health & Behavior Sci | \$2,745.00    |
| Bell, Bethany         | Comm Media Journalism & Film        | \$2,484.00    |
| Bell, John            | Defense & Strategic Studies         | \$7,500.00    |
| Belle, Carla          | History                             | \$2,700.00    |
| Bench, Lucas          | Information Tech & Cybersecurity    | \$3,000.00    |
| Benintendi, Melissa   | School-Mental Health & Behavior Sci | \$2,445.00    |
| Bennett, Susan        | Theatre & Dance                     | \$4,968.00    |
| Berman, Ilan          | Defense & Strategic Studies         | \$7,500.00    |
| Biddlecome, Teresa    | Missouri State Outreach             | \$3,660.00    |
| Blachowicz, Robert    | School-Spec Ed Ldrshp Prof Studies  | \$2,200.00    |
| Black, Angela         | Theatre & Dance                     | \$5,824.00    |
| Blackwell, Taylor     | Information Tech & Cybersecurity    | \$3,000.00    |

Academic Personnel Board Actions, cont'd.

Page 10

|                      |                                      |             |
|----------------------|--------------------------------------|-------------|
| Bodenstein, Amanda   | History                              | \$4,500.00  |
| Booth, Heather       | Languages Cultures & Religions       | \$3,312.00  |
| Bowdidge, Mark       | Music                                | \$6,168.00  |
| Bowers, Michael      | College of Agriculture               | \$2,000.00  |
| Bowers, Shannon      | Comm Media Journalism & Film         | \$2,484.00  |
| Bradley, Jennifer    | Defense & Strategic Studies          | \$7,500.00  |
| Brannon, Jeffery     | Computer Science                     | \$12,000.00 |
| Braukman, Sarah      | School-Teaching Learn & Develop Sci  | \$2,445.00  |
| Bridges, Holden      | Information Tech & Cybersecurity     | \$6,000.00  |
| Brinnehl, Elizabeth  | Languages Cultures & Religions       | \$3,084.00  |
| Bronson, Lisa        | Defense & Strategic Studies          | \$15,000.00 |
| Brown, Lucas         | Missouri State Outreach              | \$2,745.00  |
| Brownen, Tiana       | Comm Media Journalism & Film         | \$4,968.00  |
| Buck, Stacey         | School-Spec Ed Ldrshp Prof Studies   | \$2,445.00  |
| Buening, Caitlin     | School of Health Care Professions    | \$457.00    |
| Buergler, Melanie    | School-Mental Health & Behavior Sci  | \$3,260.00  |
| Bunton, Molly        | First Year Programs                  | \$2,400.00  |
| Cafagna, Marcus      | English                              | \$7,245.00  |
| Camp, Rebekah        | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Campanini, Gemma     | Comm Media Journalism & Film         | \$4,968.00  |
| Campbell, Bryan      | Missouri State Outreach              | \$4,575.00  |
| Campbell, Robin      | School-Teaching Learn & Develop Sci  | \$2,445.00  |
| Cannon, Jacob        | Theatre & Dance                      | \$2,484.00  |
| Cantrell, Jena       | Music                                | \$4,686.00  |
| Cash, Cody           | Political Science & Philosophy       | \$3,000.00  |
| Christian, Karyn     | School-Spec Ed Ldrshp Prof Studies   | \$3,045.00  |
| Christiansen, Ashley | School-Mental Health & Behavior Sci  | \$5,490.00  |
| Chyet, Michael       | Foreign Language Institute           | \$850.00    |
| Cisco, Jayme         | Sociology Anthropology & Gerontology | \$3,084.00  |
| Clouse Day, Sherry   | School of Accounting                 | \$4,000.00  |
| Combs, Julia         | Music                                | \$6,882.00  |
| Conley, Patrick      | History                              | \$5,400.00  |
| Cook, Jeanne         | Physical Therapy                     | \$1,202.00  |
| Cook, Sherry         | Marketing                            | \$4,012.00  |
| Cook, Suzanne        | School-Teaching Learn & Develop Sci  | \$2,445.00  |
| Coonis, Catherine    | Music                                | \$828.00    |
| Cordell, Laine       | Theatre & Dance                      | \$4,140.00  |
| Crandell, Dale       | Technology & Construction Mgmt       | \$4,000.00  |
| Craycroft, Robin     | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Cressey, Mary        | Art & Design                         | \$5,568.00  |
| Crooke, James        | Physics Astronomy & Materials Sci    | \$2,940.00  |

Academic Personnel Board Actions, cont'd.

Page 11

|                         |                                      |             |
|-------------------------|--------------------------------------|-------------|
| Cunningham, Arielle     | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Davenport, Stephanie    | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Davis, Cheryl           | Criminology & Criminal Justice       | \$6,000.00  |
| Davis, Sarah            | School-Teaching Learn & Develop Sci  | \$4,890.00  |
| DeBolt, Alyssa          | History                              | \$4,500.00  |
| Denton, Diane           | Sociology Anthropology & Gerontology | \$2,445.00  |
| Dixon, Temika           | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Djordjevic, Vladan      | Art & Design                         | \$8,352.00  |
| Dubinsky, Julie         | Finance Economics & Risk Mgmt        | \$3,300.00  |
| Dunville, Hannah        | School-Teaching Learn & Develop Sci  | \$2,745.00  |
| Duprey, Laura           | Art & Design                         | \$5,508.00  |
| Eastman, Erich          | Music                                | \$2,194.00  |
| Elliott, Lori           | School-Teaching Learn & Develop Sci  | \$3,045.00  |
| Ellis, Kathleen         | Defense & Strategic Studies          | \$7,500.00  |
| Elliston, Hiromi        | Foreign Language Institute           | \$7,344.00  |
| Embree, David           | Languages Cultures & Religions       | \$2,850.00  |
| Eul, Diana              | School-Mental Health & Behavior Sci  | \$2,745.00  |
| Eutsler, Tabitha        | School-Teaching Learn & Develop Sci  | \$2,445.00  |
| Evans, Carla            | Missouri State Outreach              | \$4,575.00  |
| Evermon, Blake          | Political Science & Philosophy       | \$3,000.00  |
| Falconer, Stella        | School of Health Sciences            | \$2,400.00  |
| Farha, Nicholas         | School-Spec Ed Ldrshp Prof Studies   | \$3,045.00  |
| Farrah, Elizabeth       | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Fax, Elizabeth          | Criminology & Criminal Justice       | \$3,000.00  |
| Finger, John            | Biomedical Sciences                  | \$7,800.00  |
| Finke, Jennifer         | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Fitzgerald, Ivy         | School of Health Sciences            | \$5,000.00  |
| Fitzpatrick, Lillian    | Art & Design                         | \$2,802.00  |
| Galante, Victoria       | Biomedical Sciences                  | \$6,460.00  |
| Gartin, Malaina         | Art & Design                         | \$2,484.00  |
| Gentile, Federica Wanda | Foreign Language Institute           | \$4,596.00  |
| Gentry, John            | Defense & Strategic Studies          | \$15,000.00 |
| Geren, Allison          | English                              | \$4,968.00  |
| Gerhart, Max            | Music                                | \$6,147.00  |
| Gibson, Tobias          | Defense & Strategic Studies          | \$7,500.00  |
| Gonzalez, Latisha       | School-Spec Ed Ldrshp Prof Studies   | \$4,075.00  |
| Gonzalez-Stewart, Kelly | School-Mental Health & Behavior Sci  | \$4,890.00  |
| Griffin, Logan          | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Grover, Bethanne        | Comm Media Journalism & Film         | \$2,484.00  |
| Groves, Gregory         | Finance Economics & Risk Mgmt        | \$4,250.00  |
| Haas, Sara              | School-Mental Health & Behavior Sci  | \$2,745.00  |

Academic Personnel Board Actions, cont'd.

Page 12

|                              |                                      |             |
|------------------------------|--------------------------------------|-------------|
| Hanson, Brian                | Political Science & Philosophy       | \$3,000.00  |
| Hargrave, Teri               | Comm Media Journalism & Film         | \$2,484.00  |
| Harp, Kimberly               | School of Accounting                 | \$4,700.00  |
| Harris, Rebecca              | English                              | \$4,968.00  |
| Hassani, Hannah              | Biomedical Sciences                  | \$6,460.00  |
| Havlicek, Marc               | Biomedical Sciences                  | \$3,927.00  |
| Heckman, Tyler               | Music                                | \$2,484.00  |
| Herrera, Anakaren            | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Herrera, Andrea              | Sociology Anthropology & Gerontology | \$9,000.00  |
| Herzog, Trysta               | Comm Media Journalism & Film         | \$4,968.00  |
| Hetzler, Brandon             | School of Health Care Professions    | \$4,000.00  |
|                              | School of Health Sciences            | \$2,500.00  |
| High, Donald                 | Information Tech & Cybersecurity     | \$4,000.00  |
| Hill, David                  | History                              | \$6,000.00  |
| Hinton, Elizabeth            | Music                                | \$4,960.00  |
| Hisle, Melissa               | English                              | \$6,168.00  |
| Hobbs, Lora                  | Languages Cultures & Religions       | \$3,550.00  |
| Holderbaum, Adam             | Music                                | \$3,585.00  |
| Holland, Joshua              | School-Mental Health & Behavior Sci  | \$2,745.00  |
| Holloway, Jewel              | Missouri State Outreach              | \$3,045.00  |
| Holmer, Earl                 | English                              | \$5,100.00  |
| Hudson, Rachel               | School-Mental Health & Behavior Sci  | \$4,890.00  |
| Huertas-Torres, Mariandine   | School-Teaching Learn & Develop Sci  | \$1,630.00  |
| Hurley, Laura                | School-Teaching Learn & Develop Sci  | \$2,445.00  |
| Hutchison, Connor            | School of Accounting                 | \$43,000.00 |
| Ibbetson, Sara               | School-Mental Health & Behavior Sci  | \$1,630.00  |
| James, Matthew               | Art & Design                         | \$2,484.00  |
| James, Melissa               | School-Spec Ed Ldrshp Prof Studies   | \$1,630.00  |
| Jamieson, Rachel             | Theatre & Dance                      | \$2,484.00  |
| Janda, Elizabeth             | Languages Cultures & Religions       | \$3,084.00  |
| Jauregui-Dusseau, Alexandria | School of Health Care Professions    | \$850.00    |
| Jefferson, Karissa           | Art & Design                         | \$4,896.00  |
| Jennings, Charlotte          | Comm Media Journalism & Film         | \$2,484.00  |
| Jo, Yoojin                   | Languages Cultures & Religions       | \$2,484.00  |
|                              | Foreign Language Institute           | \$2,148.00  |
| Johns, Sherman               | Sociology Anthropology & Gerontology | \$6,168.00  |
| Julian, Holly                | School of Nursing                    | \$4,000.00  |
| June, Lea                    | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Kartchner, Kerry             | Defense & Strategic Studies          | \$15,000.00 |
| Kelley, Justin               | History                              | \$5,400.00  |
| Kennell, Everett             | Comm Media Journalism & Film         | \$2,784.00  |

Academic Personnel Board Actions, cont'd.

Page 13

|                       |                                     |             |
|-----------------------|-------------------------------------|-------------|
| Kepling, Vicke        | English                             | \$5,100.00  |
| Kessinger, Kristin    | History                             | \$2,700.00  |
| Kimura, Clyde         | Kinesiology                         | \$931.00    |
| Kiras, James          | Defense & Strategic Studies         | \$7,500.00  |
| Kirn, Henry           | School of Accounting                | \$11,000.00 |
| Knight, Jack          | Political Science & Philosophy      | \$6,308.00  |
| Koch, Susan           | Defense & Strategic Studies         | \$7,500.00  |
| Koepke, Bobbi         | Schl of Earth Enviro & Sustain      | \$2,829.00  |
| Koh, Eunhyang         | Music                               | \$1,656.00  |
| Lagasse, Mary         | Comm Media Journalism & Film        | \$11,000.00 |
| Lampe, Gabrael        | Management                          | \$6,800.00  |
| Lane, Deborah         | English                             | \$2,484.00  |
| Lange, Evelyn         | School-Teaching Learn & Develop Sci | \$3,260.00  |
| Langston, Lisa        | School-Mental Health & Behavior Sci | \$4,890.00  |
| LaPage, William       | English                             | \$2,484.00  |
| Larkin, Kathleen      | Finance Economics & Risk Mgmt       | \$4,500.00  |
| Lazzelle, Lenae       | School-Teaching Learn & Develop Sci | \$3,045.00  |
| Lebeck, Christopher   | Finance Economics & Risk Mgmt       | \$4,000.00  |
| Lee, Monica           | School-Mental Health & Behavior Sci | \$2,445.00  |
| Letterman, Marissa    | School-Spec Ed Ldrshp Prof Studies  | \$978.00    |
| Lewis, Robert         | Comm Media Journalism & Film        | \$5,568.00  |
| Lewis, Sarah          | English                             | \$4,968.00  |
| Limon Lopez, Estevan  | School-Mental Health & Behavior Sci | \$8,235.00  |
| Liu, Fan              | Foreign Language Institute          | \$4,048.00  |
| Lukavich, Andrew      | Information Tech & Cybersecurity    | \$8,000.00  |
| Mahan, Tracy          | Missouri State Outreach             | \$2,445.00  |
| Malloy, Alyssa        | English                             | \$5,568.00  |
|                       | Comm Media Journalism & Film        | \$2,484.00  |
| Marlo, Francis        | Defense & Strategic Studies         | \$7,500.00  |
| Martin, Jacob         | Comm Media Journalism & Film        | \$2,484.00  |
| Mazanec, Brian        | Defense & Strategic Studies         | \$7,500.00  |
| McCune, Kaylyn        | Art & Design                        | \$2,448.00  |
| McDougall, Irina      | Information Tech & Cybersecurity    | \$3,000.00  |
| McGiffin, Curtis      | Defense & Strategic Studies         | \$7,500.00  |
| Medley, Robert        | School of Nursing                   | \$4,000.00  |
| Melley, Brendan       | Defense & Strategic Studies         | \$7,500.00  |
| Mercer, Andrew        | Languages Cultures & Religions      | \$5,700.00  |
| Meyer, Elliot         | Management                          | \$3,400.00  |
| Michalak, Peter       | Management                          | \$4,200.00  |
| Michelfelder, Breanna | Schl of Earth Enviro & Sustain      | \$3,300.00  |
| Miller, Blake         | Comm Media Journalism & Film        | \$4,968.00  |



## Academic Personnel Board Actions, cont'd.

Page 14

|                           |                                     |             |
|---------------------------|-------------------------------------|-------------|
| Miller, Kyle              | History                             | \$6,000.00  |
| Mitchell, Katrina         | Music                               | \$6,168.00  |
| Mizutani Cesar, Samara    | Criminology & Criminal Justice      | \$2,484.00  |
| Moling, Falon             | School-Mental Health & Behavior Sci | \$2,445.00  |
| Molino, Christopher       | Defense & Strategic Studies         | \$7,500.00  |
| Moodie, Amanda            | Defense & Strategic Studies         | \$7,500.00  |
| Moon, Jung Hyun           | Foreign Language Institute          | \$2,448.00  |
| Moore, Deana              | School-Teaching Learn & Develop Sci | \$2,445.00  |
| Moore, Heather            | Management                          | \$3,400.00  |
|                           | Comm Media Journalism & Film        | \$2,484.00  |
| Moore, Paul               | School of Health Sciences           | \$6,000.00  |
| Moore, Sheila             | Missouri State Outreach             | \$4,060.00  |
| Morris-Owens, Maggie      | English                             | \$4,968.00  |
| Mulvenon, James           | Art & Design                        | \$2,448.00  |
| Murdock, Rachel           | School-Mental Health & Behavior Sci | \$2,445.00  |
| Murphy, William           | Defense & Strategic Studies         | \$7,500.00  |
| Murray, Kathleen          | Music                               | \$6,000.00  |
| Mutlu-Buyurgan, Eylem     | Technology & Construction Mgmt      | \$4,000.00  |
| Nelson, Genevieve         | School-Mental Health & Behavior Sci | \$4,890.00  |
| Nelson, Heather           | Music                               | \$8,880.00  |
| Netzer, Roland            | Theatre & Dance                     | \$1,656.00  |
| Newman, Kenneth           | Information Tech & Cybersecurity    | \$3,000.00  |
| Nichols, Kelley           | Finance Economics & Risk Mgmt       | \$8,000.00  |
| Norman, Cherie            | School-Mental Health & Behavior Sci | \$2,745.00  |
| Northrip-Rivera, Angelia  | English                             | \$5,100.00  |
| Odneal, Marilyn           | College of Agriculture              | \$3,550.00  |
| Olson, Stevan             | School of Accounting                | \$2,094.00  |
| Olszewski, Haley          | Theatre & Dance                     | \$5,096.00  |
| Opitz, Matthew            | History                             | \$5,400.00  |
| Orhan, Can                | Technology & Construction Mgmt      | \$3,000.00  |
| Owen, Carla               | School-Teaching Learn & Develop Sci | \$1,630.00  |
| Paris, Dakota             | Criminology & Criminal Justice      | \$3,000.00  |
| Parke, Nicole             | School-Teaching Learn & Develop Sci | \$2,445.00  |
| Patrick-Singleton, Jameca | School-Mental Health & Behavior Sci | \$2,445.00  |
| Patterson, Jane           | Finance Economics & Risk Mgmt       | \$9,000.00  |
| Payne, Amy                | Languages Cultures & Religions      | \$4,968.00  |
| Peck, David               | Defense & Strategic Studies         | \$7,500.00  |
| Pendley, Robert           | Information Tech & Cybersecurity    | \$3,000.00  |
| Perez Batres, Luis        | Graduate College                    | \$5,000.00  |
| Perkins, Amy              | Missouri State Outreach             | \$4,075.00  |
| Pettijohn, James          | Finance Economics & Risk Mgmt       | \$11,572.00 |

Academic Personnel Board Actions, cont'd.

Page 15

|                        |                                      |            |
|------------------------|--------------------------------------|------------|
| Pettus, Julie          | Information Tech & Cybersecurity     | \$3,000.00 |
| Phillips, Lindsay      | School-Teaching Learn & Develop Sci  | \$2,445.00 |
| Philpot, James         | Finance Economics & Risk Mgmt        | \$6,149.00 |
| Piland, Deborah        | School of Health Sciences            | \$6,000.00 |
| Polallis, Neal         | Art & Design                         | \$8,352.00 |
| Post, Rana             | School-Teaching Learn & Develop Sci  | \$4,890.00 |
| Preston, Austin        | Finance Economics & Risk Mgmt        | \$4,000.00 |
| Preston, James         | College of Agriculture               | \$3,450.00 |
| Razumov, Stanley       | Foreign Language Institute           | \$2,448.00 |
| Reynolds, Todd         | Art & Design                         | \$9,486.00 |
| Rice, Judith           | History                              | \$6,000.00 |
| Riddle, Terry          | College of Agriculture               | \$2,000.00 |
| Robinson, Tucker       | First Year Programs                  | \$4,800.00 |
| Robuck, Alison         | Music                                | \$2,035.00 |
| Rogers, Valorie        | Management                           | \$3,400.00 |
| Rowe, Nancy            | Comm Media Journalism & Film         | \$7,452.00 |
| Russell, Timothy       | College of Agriculture               | \$3,000.00 |
| Russell-Ice, Whitney   | Theatre & Dance                      | \$4,968.00 |
| Ryder, Christina       | Sociology Anthropology & Gerontology | \$6,000.00 |
| Salchow, Jason         | College of Agriculture               | \$3,000.00 |
| Scales, Megan          | Sociology Anthropology & Gerontology | \$6,000.00 |
| Schaefer, Allen        | Marketing                            | \$6,882.00 |
| Schekorra, Jonathan    | Marketing                            | \$3,300.00 |
| Schermer, Alissa       | Physical Therapy                     | \$1,830.00 |
| Schmitt, Hilary        | English                              | \$2,484.00 |
| Schuldenzucker, Sarah  | Foreign Language Institute           | \$2,448.00 |
| Sears, Rebecca         | School-Spec Ed Ldrshp Prof Studies   | \$5,490.00 |
| Sellers, Rebecca       | School-Spec Ed Ldrshp Prof Studies   | \$5,490.00 |
| Sencalar, Altin        | Music                                | \$2,560.00 |
| Shaughnessy, Mackenzie | School-Mental Health & Behavior Sci  | \$2,445.00 |
| Sheets-McKeag, Sarah   | Art & Design                         | \$6,090.00 |
| Shepherd, James        | College of Agriculture               | \$2,000.00 |
| Shriver, Jayson        | College of Agriculture               | \$4,000.00 |
| Simpson, Ashley        | History                              | \$5,400.00 |
| Sitkins, Daniel        | Information Tech & Cybersecurity     | \$3,000.00 |
| Skibiski, Barbara      | School of Anesthesia                 | \$6,150.00 |
| Slover, Elijah         | English                              | \$4,968.00 |
| Sly, James             | Information Tech & Cybersecurity     | \$3,000.00 |
| Smart, Amy             | English                              | \$4,968.00 |
| Smith, Jenna           | Physical Therapy                     | \$915.00   |
| Smith, Leslee          | School-Spec Ed Ldrshp Prof Studies   | \$2,030.00 |

Academic Personnel Board Actions, cont'd.

Page 16

|                       |                                      |             |
|-----------------------|--------------------------------------|-------------|
| Snider, Philip        | Languages Cultures & Religions       | \$2,850.00  |
| Snyder, Shannon       | College of Agriculture               | \$4,200.00  |
| Speckman, Cynthia     | Comm Media Journalism & Film         | \$2,484.00  |
| Stacy, William        | Music                                | \$6,168.00  |
| Stange, Christopher   | School of Accounting                 | \$5,000.00  |
| Stewart, Alice        | Management                           | \$4,200.00  |
| Stewart, Matthew      | English                              | \$2,484.00  |
| Stoops, Jennifer      | Languages Cultures & Religions       | \$2,484.00  |
| Sumler, James         | Missouri State Outreach              | \$4,890.00  |
| Tanghe, Nicole        | School-Teaching Learn & Develop Sci  | \$2,038.00  |
| Tannehill, Micah      | Finance Economics & Risk Mgmt        | \$3,000.00  |
| Taylor, Emily         | Defense & Strategic Studies          | \$7,500.00  |
| Taylor, John          | School of Accounting                 | \$4,200.00  |
| Theis, Shelby         | Art & Design                         | \$5,568.00  |
| Thomas, Benjamin      | Management                           | \$4,200.00  |
| Thompson, Hannah      | Chemistry & Biochemistry             | \$7,840.00  |
| Tolbert, Kelly        | Mathematics                          | \$3,772.00  |
| Trevarthen, Jordan    | English                              | \$4,968.00  |
| Trexel, Jonathan      | Defense & Strategic Studies          | \$15,000.00 |
| Triola, Matthew       | College of Agriculture               | \$2,565.00  |
| Turner, Valerie       | English                              | \$7,650.00  |
| Tyson, Garrett        | Political Science & Philosophy       | \$3,000.00  |
| Umbarger, Annesha     | Criminology & Criminal Justice       | \$3,000.00  |
| Van Gundy, Emily      | School-Mental Health & Behavior Sci  | \$2,445.00  |
| Varava, Kira          | Comm Media Journalism & Film         | \$6,168.00  |
| Wagler, Justin        | Art & Design                         | \$5,508.00  |
| Walker, Kimberley     | Missouri State Outreach              | \$2,445.00  |
| Walker, Kristen       | Music                                | \$4,968.00  |
| Wan, Stephanie        | School-Mental Health & Behavior Sci  | \$2,745.00  |
| Wang, Yuxue           | Information Tech & Cybersecurity     | \$3,000.00  |
| Washington, Dione     | Sociology Anthropology & Gerontology | \$7,500.00  |
| Washington, Elizabeth | Missouri State Outreach              | \$3,045.00  |
| Welker, Lydia         | English                              | \$2,484.00  |
| Wells, Jeffrey        | Technology & Construction Mgmt       | \$3,500.00  |
| Wentz, Blake          | Technology & Construction Mgmt       | \$4,000.00  |
| Wheeldon, Karen       | School-Spec Ed Ledrshp Prof Studies  | \$1,793.00  |
| Wheeler, Grant        | Technology & Construction Mgmt       | \$3,000.00  |
| White, William        | Technology & Construction Mgmt       | \$3,000.00  |
| Williams, Bryan       | Management                           | \$4,200.00  |
| Williams, James       | Music                                | \$678.00    |
| Williams, Paul        | Criminology & Criminal Justice       | \$3,500.00  |

|                     |                                     |            |
|---------------------|-------------------------------------|------------|
| Williams, Vinita    | Art & Design                        | \$6,090.00 |
| Willis, Grace       | English                             | \$2,484.00 |
| Wixson, Bobbi       | College of Agriculture              | \$2,000.00 |
| Wolken, Jennifer    | Art & Design                        | \$2,784.00 |
| Woody, Chad         | Art & Design                        | \$2,784.00 |
| Wylie, Erin         | School-Mental Health & Behavior Sci | \$2,445.00 |
| Yaber Oltra, Alvaro | Graduate College                    | \$3,501.00 |
| Young, Emily        | Music                               | \$7,200.00 |

**The following have been appointed as Per Course Faculty for the spring semester: January 13, 2025 through May 9, 2025.**

| <u>Name</u>                     | <u>Department</u> | <u>Salary</u> |
|---------------------------------|-------------------|---------------|
| Guillen Gaudens, Trina Gabriela | Graduate College  | \$3,500.00    |
| Rodriguez-Nieto, Juan           | Graduate College  | \$5,000.00    |
| Yaber Oltra, Alvaro             | Graduate College  | \$3,500.00    |

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 3, 2024 through July 26, 2024**

| <u>Name</u>     | <u>Department</u>              | <u>Salary</u> |
|-----------------|--------------------------------|---------------|
| Crandell, Dale  | Technology & Construction Mgmt | \$4,000.00    |
| Hamilton, Cheri | College of Agriculture         | \$3,600.00    |

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

| <u>Name</u>             | <u>Department</u>                            | <u>Salary</u> |
|-------------------------|--|---------------|
| Akoro, Celestine        | First Year Programs                          | \$2,400.00    |
| Albritton, Michael      | Information Tech & Cybersecurity             | \$4,133.00    |
| Allen, Natalie          | School of Health Sciences                    | \$3,038.00    |
| Anoai, Rebekah          | School of Health Sciences                    | \$4,713.00    |
| Artman, Amy             | First Year Programs                          | \$2,400.00    |
| Assman, Ira             | First Year Programs                          | \$2,400.00    |
| Atkinson, Jamie         | First Year Programs                          | \$5,600.00    |
| Austin, Rebekah         | Information Tech & Cybersecurity             | \$17,281.00   |
| Barffour, Antoinette    | Language Cultures & Religions                | \$5,097.00    |
|                         | First Year Programs                          | \$2,800.00    |
| Barudzic, Nina          | First Year Programs                          | \$2,400.00    |
| Bassett, Damon          | First Year Programs                          | \$2,400.00    |
|                         | Student Success                              | \$740.00      |
| Basu Roy, Subhasree     | School of Anesthesia                         | \$7,341.00    |
| Beasley, Sean           | First Year Programs                          | \$2,400.00    |
| Beatty, Nick            | Political Science & Philosophy               | \$4,022.00    |
| Benzer, Fatih           | Art & Design                                 | \$5,161.00    |
| Bogue, John             | First Year Programs                          | \$2,400.00    |
| Bowles, Christina       | First Year Programs                          | \$2,400.00    |
| Boyle, Michael          | Honors College                               | \$2,400.00    |
| Brattin, Ricky          | Information Tech & Cybersecurity             | \$9,500.00    |
| Breedlove-Koepke, Gates | First Year Programs                          | \$2,400.00    |
| Bridges, Philip         | First Year Programs                          | \$2,400.00    |
| Brooks, James           | Biomedical Sciences                          | \$2,438.00    |
| Cemore Brigden, Joanna  | First Year Programs                          | \$6,400.00    |
| Chang, Ching-Wen        | First Year Programs                          | \$3,200.00    |
| Chitwood, Sierra        | First Year Programs                          | \$2,400.00    |
| Clark, Jacob            | School-Spec Ed Ledrshp Prof Studies          | \$815.00      |
| Cox, Nora               | Honors College                               | \$2,400.00    |
| Curran, Tyler           | First Year Programs                          | \$2,400.00    |
| Dalton, Tracy           | English                                      | \$3,933.00    |
| Daniel, Todd            | Information Tech & Cybersecurity             | \$4,016.00    |
| Davis, Joshua           | Information Tech & Cybersecurity             | \$9,500.00    |
| Derrick, Laura          | School of Construction Design & Project Mgmt | \$3,000.00    |
| Dyer, Samuel            | Honors College                               | \$2,800.00    |
| Earnshaw, Dylan         | First Year Programs                          | \$2,400.00    |

Academic Personnel Board Actions, cont'd.

Page 20

|                               |                                     |             |
|-------------------------------|-------------------------------------|-------------|
| Eisman, Karen                 | Information Tech & Cybersecurity    | \$7,300.00  |
| Ferguson, Julie               | School-Spec Ed Ldrshp Prof Studies  | \$3,260.00  |
| Foster, Jeffrey               | Psychology                          | \$5,348.00  |
| Franklin, Thomas              | School of Health Care Professionals | \$6,718.00  |
| Frauenhoffer, Megan           | Art & Design                        | \$3,712.00  |
| Frederick, Dana               | International Business Program      | \$10,916.00 |
| Frizell, Michael              | Honors College                      | \$2,400.00  |
| Gallaway, Julie               | First Year Programs                 | \$2,400.00  |
| Garland, Diana                | First Year Programs                 | \$2,400.00  |
| Gaskill, Lauren               | School-Spec Ed Ldrshp Prof Studies  | \$4,890.00  |
| Gerasimchuk-Djordjevic, Maria | Art & Design                        | \$5,071.00  |
| Goodin, Kyle                  | School of Accountancy               | \$11,030.00 |
| Goodwin, Andrew               | Art & Design                        | \$3,682.00  |
| Gordon, Nancy                 | School-Teaching Learn & Develop Sci | \$3,045.00  |
| Gorley, Nicole                | Biomedical Sciences                 | \$2,108.00  |
| Grace-Duran, Jennifer         | First Year Programs                 | \$2,400.00  |
| Greene, Brian                 | Honors College                      | \$2,800.00  |
| Grisham, Paige                | Management                          | \$3,400.00  |
| Guo, Xiang                    | Information Tech & Cybersecurity    | \$9,500.00  |
| Hahn, Kathleen                | First Year Programs                 | \$2,400.00  |
| Hamm, Kristin                 | School of Accountancy               | \$4,875.00  |
| Hammerschmidt, Melinda        | First Year Programs                 | \$2,400.00  |
| Hammons, David                | First Year Programs                 | \$2,400.00  |
| Haring, Katherine             | First Year Programs                 | \$2,400.00  |
|                               | Student Success                     | \$740.00    |
| Hatz, Kirsten                 | School of Health Sciences           | \$4,380.00  |
| Hauschildt, Shannon           | School of Health Care Professionals | \$7,387.00  |
| Heinlein, Kurt                | Theatre & Dance                     | \$8,715.00  |
| Hill, JaLynn                  | First Year Programs                 | \$2,400.00  |
|                               | Student Success                     | \$740.00    |
| Hopper, Tina-Maria            | First Year Programs                 | \$2,400.00  |
| Horton III, Leonard           | First Year Programs                 | \$2,400.00  |
|                               | Student Success                     | \$740.00    |
| Jennings, Bryan               | Art & Design                        | \$7,404.00  |
| Johnson, Alex                 | Student Affairs                     | \$5,627.00  |
| Jones, Kallen                 | Art & Design                        | \$2,448.00  |
| Kaf, Wafaa                    | School of Health Care Professionals | \$8,289.00  |
|                               | Honors College                      | \$3,200.00  |
|                               | First Year Programs                 | \$3,200.00  |
| Kane, Thomas                  | Graduate College                    | \$5,000.00  |
| Kaula, Radhika                | Information Tech & Cybersecurity    | \$4,078.00  |

Academic Personnel Board Actions, cont'd.

Page 21

|                         |                                      |             |
|-------------------------|--------------------------------------|-------------|
|                         | First Year Programs                  | \$2,400.00  |
| Kaula, Rajeev           | Information Tech & Cybersecurity     | \$9,500.00  |
| Keys, Amanda            | School of Social Work                | \$5,678.00  |
| Kim, Hae                | First Year Programs                  | \$2,400.00  |
| Koch, Philippa          | Language Cultures & Religions        | \$5,470.00  |
| Kyle, Jerri             | First Year Programs                  | \$4,800.00  |
| Lewis, Darcy            | English                              | \$3,940.00  |
| Li, LinDa               | Marketing                            | \$10,795.00 |
| Liang, Yating           | First Year Programs                  | \$3,200.00  |
| Lyman, Sean             | Art & Design                         | \$5,901.00  |
| Mabee, Jonathan         | Comm Media Journalism & Film         | \$5,161.00  |
| Maben, Katelyn          | School of Health Care Professionals  | \$3,669.00  |
| Maddeaux, Stacey        | School-Spec Ed Ldrshp Prof Studies   | \$2,445.00  |
| Mainali, Raju           | Information Tech & Cybersecurity     | \$6,134.00  |
| Mantie-Kozlowski, Alana | Speech Language Hearing Clinic       | \$7,107.00  |
| Martin, Galen           | First Year Programs                  | \$2,400.00  |
| Martinez, Blanca        | Language Cultures & Religions        | \$10,330.00 |
| McCoy, Katelyn          | First Year Programs                  | \$2,400.00  |
|                         | Student Success                      | \$740.00    |
| McShan, Keith           | First Year Programs                  | \$2,400.00  |
|                         | Student Success                      | \$740.00    |
| Metzger, Helena         | First Year Programs                  | \$2,400.00  |
| Meyers, Sandra          | International Business Program       | \$11,273.00 |
| Mitchell, David         | Management                           | \$8,150.00  |
| Naayem, Anthony         | Finance Economics & Risk Mgmt        | \$4,218.00  |
|                         | International Business Program       | \$3,276.00  |
| Neely, Jeremy           | Honors College                       | \$2,800.00  |
| Nordyke, Kathy          | School-Teaching Learn & Develop Sci  | \$3,045.00  |
|                         | Sociology Anthropology & Gerontology | \$1,028.00  |
| Novik, Melinda          | First Year Programs                  | \$3,200.00  |
|                         | Student Success                      | \$740.00    |
| Novotny, Daniela        | School of Health Sciences            | \$4,332.00  |
| Patton, Nathaniel       | Comm Media Journalism & Film         | \$2,950.00  |
| Payne, Ashley           | Psychology                           | \$4,831.00  |
| Pearman, Cathy          | School-Teaching Learn & Develop Sci  | \$3,045.00  |
| Phelps, Quinton         | First Year Programs                  | \$5,600.00  |
| Phillips, April         | School-Spec Ed Ldrshp Prof Studies   | \$6,090.00  |
| Pierson, Carly          | First Year Programs                  | \$2,400.00  |
| Politte, Jordan         | School-Spec Ed Ldrshp Prof Studies   | \$2,445.00  |
| Powell, Crystal         | School of Health Care Professionals  | \$7,339.00  |
| Pratt, Jennifer         | School of Health Care Professionals  | \$1,972.00  |



Academic Personnel Board Actions, cont'd.

Page 22

|                        |  |             |
|------------------------|--|-------------|
| Raithel, Sophia        | First Year Programs                          | \$2,400.00  |
| Reed, Jerilyn          | First Year Programs                          | \$2,400.00  |
| Reed, Ryan             | First Year Programs                          | \$2,400.00  |
| Reger, Elizabeth       | School of Construction Design & Project Mgmt | \$5,000.00  |
| Reyes Sam, Jorge       | Graduate College                             | \$8,500.00  |
| Riggs, Trisha          | First Year Programs                          | \$2,400.00  |
| Roam, Kimberly         | First Year Programs                          | \$4,800.00  |
| Russell, Brandon       | Theatre & Dance                              | \$1,311.00  |
| Sabo, Karen            | Theatre & Dance                              | \$4,867.00  |
| Schlinder, Kelly       | COE-Educational Field Experiences            | \$3,248.00  |
| Seery, Kaitlyn         | First Year Programs                          | \$2,400.00  |
| Sherman-Wilkins, Kyler | First Year Programs                          | \$2,800.00  |
|                        | Student Success                              | \$740.00    |
| Shively, Eric          | Graduate College                             | \$3,000.00  |
|                        | School-Spec Ed Ldrshp Prof Studies           | \$2,445.00  |
| Sholley, Kathleen      | First Year Programs                          | \$2,400.00  |
| Shuler, Adam           | School of Construction Design & Project Mgmt | \$3,000.00  |
| Simmers, Christina     | First Year Programs                          | \$3,200.00  |
| Slavych, Bonnie        | Speech Language Hearing Clinic               | \$5,151.00  |
| Smith, Joshua          | Honors College                               | \$3,200.00  |
| Speer, Jason           | Information Tech & Cybersecurity             | \$9,500.00  |
| Stafford, Gary         | First Year Programs                          | \$4,800.00  |
| Stagner, Kimberly      | First Year Programs                          | \$2,400.00  |
| Stanbrough, CaSandra   | Psychology                                   | \$11,937.00 |
| Stanton, Rhonda        | English                                      | \$5,449.00  |
| Sudbrock, Christine    | First Year Programs                          | \$2,400.00  |
| Tapis, Gregory         | School of Accountancy                        | \$24,272.00 |
| Tate, Krista           | First Year Programs                          | \$2,400.00  |
| Templeman, Maureen     | First Year Programs                          | \$2,400.00  |
| Templeton, Kelly       | Theatre & Dance                              | \$3,525.00  |
| Thornton, Kristen      | School of Accountancy                        | \$4,218.00  |
| Walker, Alicia         | Honors College                               | \$2,800.00  |
| Wallace, J             | Language Cultures & Religions                | \$3,554.00  |
|                        | Education Abroad                             | \$2,756.00  |
| Wehrman, Erin          | Graduate College                             | \$5,000.00  |
| Wells, Alysia          | First Year Programs                          | \$2,400.00  |
| Wilhelm, Paula         | Management                                   | \$3,400.00  |
| Williams, Sarah        | Art & Design                                 | \$5,846.00  |
| Willis, Jessica        | School of Anesthesia                         | \$4,298.00  |
| Willis, Steven         | Art & Design                                 | \$6,353.00  |
| Woodard, Rebecca       | First Year Programs                          | \$3,200.00  |

Academic Personnel Board Actions, cont'd.

Page 23

|              |                                  |            |
|--------------|----------------------------------|------------|
|              | Student Success                  | \$740.00   |
| Zhang, Peng  | Management                       | \$3,400.00 |
| Zhang, Xinge | Information Tech & Cybersecurity | \$3,000.00 |

**ADDENDUM D**

**The following have been appointed as Graduate Teaching Assistants for the fall semester: August 12, 2024 through December 13, 2024.**

| <u>Name</u>         | <u>Department</u>                  | <u>Salary</u> |
|---------------------|------------------------------------|---------------|
| Akinwande, Blessing | Chemistry and Biochemistry         | \$5,023.00    |
| Chand, Abhishu      | Chemistry and Biochemistry         | \$5,023.00    |
| Churchman, Jacob    | Chemistry and Biochemistry         | \$5,023.00    |
| Davis, Jackson      | Biology                            | \$5,023.00    |
| Garland, Joshua     | Chemistry and Biochemistry         | \$6,115.00    |
| Jarrett, Bryce      | Biology                            | \$6,115.00    |
| Phan, Trang         | Chemistry and Biochemistry         | \$5,023.00    |
| Rogers, Abigail     | VP Community & Global Partnerships | \$6,115.00    |
| Stark, Shelley      | English Language Institute         | \$6,115.00    |
| Tran, Phuong        | Chemistry and Biochemistry         | \$5,023.00    |

**The following have been appointed as Graduate Teaching Assistants for the academic year: August 12, 2024 through May 9, 2025.**

| <u>Name</u>            | <u>Department</u>                   | <u>Salary</u> |
|------------------------|-------------------------------------|---------------|
| Abdullah, Saadatu      | Schl Of Earth Enviro & Sustain      | \$10,046.00   |
| Addae, Abigail         | Communication Media Journalism&Film | \$12,230.00   |
| Adekola, Mercy         | Communication Media Journalism&Film | \$12,230.00   |
| Adenola, Oluwatobiloba | Biology                             | \$10,046.00   |
| Akintoye, Gift         | Communication Media Journalism&Film | \$12,230.00   |
| Akoenyenu, Prince      | Communication Media Journalism&Film | \$12,230.00   |
| Altman-Orbach, Marxe   | Biology                             | \$10,046.00   |
| Antwi, Collins         | Art & Design                        | \$12,230.00   |
| Atkins, Grace          | Chemistry and Biochemistry          | \$12,230.00   |
| Berendzen, Hannah      | Envrn Plnt Sci & Nat Rsrscs         | \$12,230.00   |
| Bittick, Tucker        | Agribusiness, Ag Ed & Comm          | \$12,230.00   |
| Bowles, Melissa        | English                             | \$12,230.00   |
| Bull, Jamie            | Biology                             | \$10,046.00   |
| Butt, Muhammad Mujahed | Communication Media Journalism&Film | \$12,230.00   |
| Casey, Spencer         | Schl of Earth Enviro & Sustain      | \$10,046.00   |
| Cheng, Yao             | Envrn Plnt Sci & Nat Rsrscs         | \$10,046.00   |
| Conwell, Tanner        | Biology                             | \$10,046.00   |
| Corbett, Charles       | Art & Design                        | \$12,230.00   |
| Crider, Addison        | Schl of Earth Enviro & Sustain      | \$10,046.00   |
| Dankwa, Josephine      | Schl of Earth Enviro & Sustain      | \$10,046.00   |

Academic Personnel Board Actions, cont'd.

Page 25

|                             |                                     |             |
|-----------------------------|-------------------------------------|-------------|
| Dawson, Spencer             | Music                               | \$12,230.00 |
| Day, Samuel                 | Communication Media Journalism&Film | \$12,230.00 |
| Deichman, Jonathan          | Music                               | \$12,230.00 |
| Dragoi, Marck               | Chemistry and Biochemistry          | \$10,046.00 |
| Echele, John                | Biology                             | \$10,046.00 |
| Egeland, Joelle             | Kinesiology                         | \$10,046.00 |
| Ellerman, Claire            | English                             | \$12,230.00 |
| Emock Bakelak, Jean Georges | English                             | \$12,230.00 |
| Eslick, Isabella            | English                             | \$12,230.00 |
| Falk, Andrew                | Kinesiology                         | \$10,046.00 |
| Gambriel, Ethan             | Communication Media Journalism&Film | \$12,230.00 |
| Garrett, Julian             | Communication Media Journalism&Film | \$12,230.00 |
| Gold, Ta'lor                | Biology                             | \$10,046.00 |
| Goodman, LaDonna            | Communication Media Journalism&Film | \$12,230.00 |
| Gothard, Shayd              | Chemistry and Biochemistry          | \$12,230.00 |
| Gulovsen, Emma              | Music                               | \$12,230.00 |
| Hambal, Inna                | Communication Media Journalism&Film | \$12,230.00 |
| Hanafin, Andrew             | Kinesiology                         | \$10,046.00 |
| Harrison, Matthew           | Music                               | \$12,230.00 |
| Hernandez, Giovanni         | Music                               | \$12,230.00 |
| Herron, Landon              | Mathematics                         | \$12,230.00 |
| Hogan, Tristan              | English                             | \$12,230.00 |
| Hoover, Morgan              | School of Health Sciences           | \$10,046.00 |
| Houston, Mary               | English                             | \$12,230.00 |
| Howser, Sarah               | English                             | \$12,230.00 |
| Johnson, Grace              | English                             | \$12,230.00 |
| Jones, Brett                | Communication Media Journalism&Film | \$12,230.00 |
| Jones, Elizabeth            | Schl of Earth Enviro & Sustain      | \$10,046.00 |
| Jones, Jessica              | Agribusiness, Ag Ed & Comm          | \$10,046.00 |
| Jurkowski, Acacia           | Chemistry and Biochemistry          | \$12,230.00 |
| Khaw, Aaron                 | Communication Media Journalism&Film | \$12,230.00 |
| Kim, Chaihun                | Music                               | \$6,115.00  |
| Kohler, Michael             | Schl of Earth Enviro & Sustain      | \$10,046.00 |
| Lee, Shawn Jian Yue         | Music                               | \$6,115.00  |
| Lopez-Sierra, Juan          | Schl of Earth Enviro & Sustain      | \$10,046.00 |
| Miller, Sarah               | Music                               | \$12,230.00 |
| Mitchell, Thomas            | Languages Cultures & Religions      | \$12,230.00 |
| Moser, Ryan                 | Psychology                          | \$10,046.00 |
| Muench, Leslie              | English                             | \$12,230.00 |
| Munson, Tanner              | Music                               | \$12,230.00 |
| Nani, Emmanuel              | Schl of Earth Enviro & Sustain      | \$10,046.00 |

Academic Personnel Board Actions, cont'd.

Page 26

|                        |                                     |             |
|------------------------|-------------------------------------|-------------|
| Neal, Matthew          | Schl of Earth Enviro & Sustain      | \$10,046.00 |
| Nguyen, Trieu          | Chemistry and Biochemistry          | \$12,230.00 |
| Nlmedim, Blessing      | Communication Media Journalism&Film | \$12,230.00 |
| O'Donnell, Nicholas    | English                             | \$12,230.00 |
| Okov, Efim             | Communication Media Journalism&Film | \$12,230.00 |
| Onyeka, Amaka          | Communication Media Journalism&Film | \$12,230.00 |
| Owings, Emily          | Music                               | \$12,230.00 |
| Owonubi, Whitney       | Communication Media Journalism&Film | \$12,230.00 |
| Pacheco Walker, Julian | Music                               | \$12,230.00 |
| Pettington, Ophelia    | Biology                             | \$10,046.00 |
| Phillips, John         | Communication Media Journalism&Film | \$12,230.00 |
| Price, Nathan          | Music                               | \$6,115.00  |
| Propst, Lisa           | Communication Media Journalism&Film | \$12,230.00 |
| Pyle, Hayden           | Music                               | \$6,115.00  |
| Randle, Billie         | English                             | \$12,230.00 |
| Raymond, Allison       | English                             | \$12,230.00 |
| Reese, Kayla           | English                             | \$12,230.00 |
| Romero, Destiny        | Music                               | \$12,230.00 |
| Russell, Peter         | Mathematics                         | \$12,230.00 |
| Scharff, James         | English                             | \$12,230.00 |
| Shekh, Bachchu         | Communication Media Journalism&Film | \$12,230.00 |
| Sherer, Ethan          | Music                               | \$12,230.00 |
| Shuler, Kersten        | Social Work                         | \$10,046.00 |
| Sparkman, Whitney      | Public Health and Sports Medicine   | \$10,046.00 |
| Torto, George          | Communication Media Journalism&Film | \$12,230.00 |
| Uddin, A K M Zamir     | Communication Media Journalism&Film | \$12,230.00 |
| Van Wyk, Stephanie     | English                             | \$12,230.00 |
| Walch, Megan           | Schl of Earth Enviro & Sustain      | \$10,046.00 |
| Witherow, Elizabeth    | English                             | \$12,230.00 |
| Yeasmin, Fahmeda       | English                             | \$12,230.00 |

**The following have been appointed as Graduate Teaching Assistants for the spring semester: January 6, 2025 through May 9, 2025.**

| <u>Name</u>    | <u>Department</u>                 | <u>Salary</u> |
|----------------|-----------------------------------|---------------|
| Henry, Destiny | Schl of Hospitality and Agri Ldrs | \$5,023.00    |

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1776-24  
Approval of Actions Concerning  
Nonacademic Employees

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> |
|----------------|--|--------------|----------------------|------------------|
| Kameisha Sage  | Administrative Assistant II<br>Alumni Relations  | 12           | \$34,840<br>annually | 07/17/24         |
| Sarah Hair     | Evaluator, Graduate Admissions<br>Graduate College   | 13           | \$37,253<br>annually | 07/22/24         |
| Michael Havens | Administrative Specialist III<br>College of Education -<br>Education Advisement                        | 13           | \$35,360<br>annually | 07/22/24         |
| Michael Arat   | Custodian I<br>Custodial Services  | 21           | \$31,200<br>annually | 07/29/24         |
| Valerie Bush   | Residence Hall Receptionist<br>Residence Life Housing & Dining &<br>Services<br>(10-month appointment) | 10           | \$25,999<br>annually | 07/29/24         |
| Emily Doll     | Digital Marketing Strategist<br>Office of Strategic Communication                                      | 42           | \$44,000<br>annually | 07/29/24         |
| Hunter Downs   | Campus Safety Specialist<br>Office of University Safety  | 24           | \$35,360<br>annually | 07/29/24         |
| Taylor Havens  | Administrative Assistant III<br>Office of Student Engagement   | 13           | \$35,360<br>annually | 07/29/24         |
| Paydon Turner  | Digital Content Strategist<br>Office of Strategic Communication  | 42           | \$44,000<br>annually | 07/29/24         |
| Ryan Santoni   | Coordinator, Student<br>Engagement – Programs<br>Office of Student Engagement                          | 41           | \$39,998<br>annually | 07/30/24         |

Non-academic Personnel Board Actions, cont'd.

Page 2

|                   |   |    |                      |          |
|-------------------|---|----|----------------------|----------|
| Michelle Butts    | Research Scientist – JVIC<br>Center for Applied Science &<br>Engineering                              | 44 | \$66,000<br>annually | 08/01/24 |
| Cannon Ousley     | Autism Resource Specialist – BCBA<br>Project ACCESS   | 45 | \$60,000<br>annually | 08/01/24 |
| Sarah Terry       | Academic Advisor/Retention<br>Specialist<br>College of Business                                       | 42 | \$43,888<br>annually | 08/01/24 |
| Charles Vienhage  | Assistant Director of Student<br>Conduct<br>Office of Student Conduct<br>(10-month appointment)       | 42 | \$42,000<br>annually | 08/01/24 |
| Lucie Amberg      | Director of Communications<br>Provost Office  | 46 | \$75,000<br>annually | 08/05/24 |
| Ellen Currie      | Coordinator, Student Care & Support<br>Dean of Students Office  | 42 | \$50,000<br>annually | 08/05/24 |
| Josie Duncan      | Senior Research Scientist – JVIC<br>Center for Applied Science &<br>Engineering                       | 45 | \$80,000<br>annually | 08/05/24 |
| Kristina McKinney | Residence Hall Host/Hostess<br>Residence Life, Housing & Dining<br>Services<br>(10-month appointment) | 10 | \$25,999<br>annually | 08/05/24 |
| Quinton, Wyatt    | Senior Research Scientist – JVIC<br>Center for Applied Science &<br>Engineering                       | 45 | \$85,000<br>annually | 08/05/24 |
| Megan Petersen    | Residence Hall Receptionist<br>Residence Life, Housing & Dining<br>Services<br>(10-month appointment) | 10 | \$25,999<br>annually | 08/06/24 |

Non-academic Personnel Board Actions, cont'd.

Page 3

|                 |   |    |                      |          |
|-----------------|---|----|----------------------|----------|
| Destiny Liggins | Custodial Specialist<br>Campus Recreation                                       | 23 | \$35,880<br>annually | 08/11/24 |
| David Taggart   | Senior Research Scientist – JVIC<br>Center for Applied Science &<br>Engineering | 45 | \$94,000<br>annually | 08/12/24 |
| Kathryn Wright  | Academic Advisor I<br>College of Education – Education<br>Advisement            | 42 | \$43,888<br>annually | 08/12/24 |
| Mathew Boeser   | Research Scientist – JVIC<br>Center for Applied Science &<br>Engineering        | 44 | \$70,000<br>annually | 08/14/24 |
| Jenna Todd      | Food Service Coordinator<br>Child Development Center                            | 21 | \$35,360<br>annually | 08/14/24 |
| Michaela West   | Academic Administrative<br>Assistant II<br>Chemistry & Biochemistry             | 12 | \$31,782<br>annually | 08/14/24 |
| Ashley Doty     | Custodial Foreman<br>Great Southern Bank Arena                                  | 23 | \$41,600<br>annually | 08/15/24 |
| Rease Rudick    | Assistant Technical Director<br>Great Southern Bank Arena                       | 24 | \$34,840<br>annually | 08/15/24 |
| Savanna Eads    | Assistant Teacher<br>Child Development Center                                   | 40 | \$31,200<br>annually | 08/16/24 |
| Justin Robinett | Groundskeeper<br>Grounds Services   | 22 | \$34,840<br>annually | 08/16/24 |
| Ann Hrdy        | Academic Advisor I<br>College of Education – Education<br>Advisement            | 42 | \$43,888<br>annually | 08/19/24 |
| Holly Keehner   | Administrative Assistant II<br>College of Natural & Applied<br>Sciences         | 12 | \$31,777<br>annually | 08/19/24 |



Non-academic Personnel Board Actions, cont'd.

Page 4

|                            |  |    |                       |          |
|----------------------------|--|----|-----------------------|----------|
| Etalias Robinson           | Custodian I<br>Plaster Student Union   | 21 | \$31,200<br>annually  | 08/19/24 |
| Rebeccah Morris            | Vivarium Technician<br>Office of Research Administration   | 21 | \$33,800<br>annually  | 08/20/24 |
| James LaFon                | Distributed User Support Specialist<br>Missouri State Outreach   | 33 | \$49,920<br>annually  | 08/22/24 |
| Bradley Owings             | Professional Developer<br>Agency for Teaching, Leading &<br>Learning   | 45 | \$56,821<br>annually  | 08/26/24 |
| Robert Rowley              | Director<br>Office of University Safety  | 48 | \$115,000<br>annually | 09/01/24 |
| Christian Bridges          | Medical Assistant<br>Magers Family Health & Wellness<br>Center   | 40 | \$32,760<br>annually  | 09/03/24 |
| Gretchen Gawron            | Career Resources Specialist<br>Career Center   | 42 | \$43,888<br>annually  | 09/03/24 |
| Fatimah Rafique            | Administrative Specialist II<br>eFactory-Center for Business &<br>Economic Development                           | 12 | \$35,360<br>annually  | 09/03/24 |
| Sarah Robinett             | Information Specialist<br>Financial Aid  | 13 | \$34,007<br>annually  | 09/03/24 |
| Nikita Pravallika Sonnathi | Application Developer<br>Computer Services   | 34 | \$54,609<br>annually  | 09/03/24 |
| Katherine Young            | Assistant Director, Student<br>Employment<br>eFactory-Center for Business &<br>Economic Development<br>(75% FTE) | 43 | \$48,750<br>annually  | 09/03/24 |
| Johnna Box                 | Information Specialist<br>Financial Aid  | 13 | \$34,008<br>annually  | 09/03/24 |

Non-academic Personnel Board Actions, cont'd.

Page 5

|                  |   |    |                      |          |
|------------------|---|----|----------------------|----------|
| Maggie Sause     | Senior Pharmacy Technician<br>Magers Family Health & Wellness<br>Center                                     | 14 | \$39,520<br>annually | 09/04/24 |
| Rachel Hulstine  | Administrative Specialist II<br>Magers Family Health & Wellness<br>Center                                   | 12 | \$34,320<br>annually | 09/09/24 |
| Danelle Maxwell  | Career Resources Specialist<br>Career Center  | 42 | \$43,888<br>annually | 09/09/24 |
| Logan White      | HVAC Specialist<br>Facilities Maintenance   | 26 | \$54,080<br>annually | 09/09/24 |
| Jonathan Bellamy | Custodial Apprentice<br>Custodial Services  | 21 | \$31,200<br>annually | 09/16/24 |
| Michael Paden    | Groundskeeper<br>Grounds Services   | 22 | \$34,840<br>annually | 09/16/24 |
| Jennifer Hill    | Resource Coordinator, Missouri<br>Mentoring Partnership<br>School of Mental Health &<br>Behavioral Sciences | 42 | \$40,040<br>annually | 09/24/24 |

**RESIGNATIONS:**

| <u>Name</u>     | <u>Position-Department</u>  | <u>Effective</u> |
|-----------------|---|------------------|
| Nicholas Petree | Assistant Coach<br>Intercollegiate Athletics  | 06/30/24         |
| Jared Grimsley  | Coordinator, Housing Assignments<br>Residence Life, Housing & Dining Services                     | 07/19/24         |
| Brent Skinner   | Mental Health Clinician – Substance Use Specialist<br>Counseling Center                           | 07/19/24         |
| Brenner Barber  | Resource Coordinator, Missouri Mentoring Program<br>School of Mental Health & Behavioral Sciences | 07/31/24         |
| Acacia Cavin    | Teacher<br>Child Development Center   | 07/31/24         |

Non-academic Personnel Board Actions, cont'd.

Page 6

|                       |   |          |
|-----------------------|---|----------|
| Victoria West Staples | Coordinator Project Success<br>Learning Diagnostic Clinic                           | 07/31/24 |
| Paige Jenkins         | Assistant Director, Student Engagement for Programs<br>Office of Student Engagement | 08/02/24 |
| Diane Nelson          | Senior Pharmacy Technician<br>Magers Family Health & Wellness Center                | 08/02/24 |
| Brittney Thornton     | Administrative Specialist II<br>Magers Family Health & Wellness Center              | 08/02/24 |
| Mary Burger           | Head Athletics Coach<br>Intercollegiate Athletics                                   | 08/04/24 |
| Evelyn Lange          | Teacher<br>Child Development Center   | 08/09/24 |
| Regina Sporleder      | Coordinator, Pharmacy Business Operations<br>Magers Family Health & Wellness Center | 08/16/24 |
| Sarah Lange           | Residence Hall Director<br>Residence Life Housing & Dining Services                 | 08/17/24 |
| Alice Cole            | Custodian I<br>Custodial Services   | 08/19/24 |
| Darrell Neighbors     | Medical Assistant<br>Magers Family Health & Wellness Center                         | 08/23/24 |
| Sean Nowack           | Custodian I<br>Custodial Services   | 08/26/24 |
| Brian Haynes          | Maintenance Painter<br>Facilities Maintenance                                       | 08/31/24 |
| Corey Sutton          | Custodian I<br>Custodial Services   | 09/04/24 |
| Garry Campbell        | Custodian I<br>Custodial Services   | 09/05/24 |

Non-academic Personnel Board Actions, cont'd.

Page 7

|                      |   |                  |
|----------------------|---|------------------|
| Corey Sutton         | Custodian I<br>Custodial Services   | 09/05/24         |
| Morganza Byrd        | Senior Accountant/Analyst<br>Financial Services   | 09/13/24         |
| Rebeca Reut-Robinson | Executive Assistant II<br>McQueary College of Health & Human Services                         | 09/13/24         |
| Tess Thuston         | Senior Pharmacy Technician<br>Magers Family Health & Wellness Center                          | 09/13/24         |
| Timothy Lehmann      | Access Specialist<br>Legal Affairs & Compliance   | 09/30/24         |
| Lee Smothers         | Assistant Coach<br>Intercollegiate Athletics  | 10/13/24         |
| Crystal Dettmers     | Coordinator<br>Office of the Registrar  | 10/25/24         |
| <b>RETIREMENTS:</b>  |   |                  |
| <u>Name</u>          | <u>Position-Department</u>  | <u>Effective</u> |
| Matthew Pulliam      | Engineering Shop & Lap Supervisor<br>Cooperative Engineering Program                          | 07/15/24         |
| Denise Baumann       | Associate Director<br>Residence Life, Housing & Dining Services                               | 08/31/24         |
| Michael Hammers      | Utility Locate Coordinator<br>Facilities Maintenance  | 08/31/24         |
| Brenda O'Connell     | Administrative Assistant II<br>Hammons Student Center   | 09/30/24         |
| Lisa Monkres         | Administrative Specialist II<br>School of Special Education Leadership & Professional Studies | 10/31/24         |
| Nadine Jones         | Academic Administrative Assistant II<br>Technology & Construction Management                  | 12/31/24         |

|             |  |          |
|-------------|--|----------|
| Peggy Jones | Executive Assistant IV<br>Vice President Student Affairs | 12/31/24 |
|-------------|--|----------|

|                |   |          |
|----------------|---|----------|
| Teresa Lindsay | Director of Payroll<br>Financial Services | 12/31/24 |
|----------------|---|----------|

**SEPARATION FROM EMPLOYMENT:**

| <u>Name</u>        | <u>Position-Department</u>                        | <u>Effective</u> |
|--------------------|---|------------------|
| Miroslaba Mitchell | Administrative Specialist II<br>University Safety | 09/06/24         |

**CHANGE OF STATUS:**

| <u>Name</u>    | <u>Position-Department</u>  | <u>Action</u> | <u>Effective</u> |
|----------------|---|---------------|------------------|
| Larry McGauley | From: Maintenance Electrician<br>Facilities Maintenance<br>To: Staff Emeritus<br>Facilities Maintenance | Status Change | 06/01/24         |

|                    |   |                   |          |
|--------------------|---|-------------------|----------|
| Veronica Adinegara | Director<br>Creative Services<br>From: GR 46, \$73,542 annually<br>To: GR 46, \$75,000 annually | Salary Adjustment | 07/01/24 |
|--------------------|---|-------------------|----------|

|                 |   |                   |          |
|-----------------|---|-------------------|----------|
| Celestine Akoro | Academic Advisor Athletics<br>Intercollegiate Athletics<br>From: GR 41, \$43,260 annually<br>To: GR 41, \$47,049 annually | Salary Adjustment | 07/01/24 |
|-----------------|---|-------------------|----------|

|             |   |          |          |
|-------------|---|----------|----------|
| Nick Clouse | From: Media Systems Technician<br>Faculty Center for Teaching &<br>Learning<br>To: Media Systems Technician<br>Classroom Instructional Technologies | Transfer | 07/01/24 |
|-------------|---|----------|----------|

|              |   |                   |          |
|--------------|---|-------------------|----------|
| Chasity Hunt | Senior Associate Director of Athletics/<br>Senior Women's Associate<br>From: GR 48, \$116,756 annually<br>To: GR 48, \$118,006 annually | Salary Adjustment | 07/01/24 |
|--------------|---|-------------------|----------|

Non-academic Personnel Board Actions, cont'd.

Page 9

|                  |   |                   |          |
|------------------|---|-------------------|----------|
| Brian Leas       | From: Coordinator, Classroom<br>Instructional Technologies<br>Faculty Center for Teaching &<br>Learning<br>To: Coordinator, Classroom Instructional<br>Technologies<br>Classroom Instructional Technologies | Transfer          | 07/01/24 |
| John Nagle       | Associate Director, Video Marketing<br>Office of Video Marketing<br>From: GR 45 \$64,736 annually<br>To: GR 45, \$74,736 annually   | Salary Adjustment | 07/01/24 |
| Rhonda O'Connor  | From: Library Associate II<br>Library<br>To: Library Associate II<br>Greenwood  | Transfer          | 07/01/24 |
| Elizabeth Perine | Academic Advisor Athletics<br>Intercollegiate Athletics<br>From: GR 41, \$45,423 annually<br>To: GR 41, \$48,584 annually   | Salary Adjustment | 07/01/24 |
| Daniel Raines    | Director of Academic & Student<br>Services – Athletics<br>Achievement Center for Athletics<br>From: GR 45, \$66,982 annually<br>To: GR 45, \$71,393 annually  | Salary Adjustment | 07/01/24 |
| Joe Strong       | From: Distance Learning Engineer<br>Faculty Center for Teaching &<br>Learning<br>To: Distance Learning Engineer<br>Classroom Instructional Technologies   | Transfer          | 07/01/24 |
| Matthew Pulliam  | From: Engineering Shop & Lab Supervisor<br>Cooperative Engineering Program<br>To: Staff Emeritus<br>Cooperative Engineering Program   | Status Change     | 07/16/24 |

Non-academic Personnel Board Actions, cont'd.

Page 10

|                |  |                  |          |
|----------------|--|------------------|----------|
| Lindsey Goheen | From: Residence Hall Receptionist<br>Residence Life, Housing &<br>Dining Services<br>GR 10, \$28,118 annually<br>(83% FTE)<br>To: Residence Hall Receptionist<br>Residence Life, Housing &<br>Dining Services<br>GR 10, \$33,738 annually<br>(100% FTE)  | Status Change    | 07/22/24 |
| Etta Armstrong | From: Administrative Specialist II<br>Missouri State Outreach<br>To: Administrative Specialist II<br>Office of Institutional Effectiveness   | Transfer         | 08/01/24 |
| Angela Barker  | From: Instructional Technology Support<br>Specialist<br>Reynolds College of Arts, Social<br>Sciences & Humanities<br>GR 34, \$80,649 annually<br>To: Director of Information Technology<br>and Operations<br>Reynolds College of Arts, Social<br>Sciences & Humanities<br>GR 47, \$96,000 annually | Reclassification | 08/01/24 |
| Randy Bass     | From: Pharmacist<br>Magers Family Health & Wellness<br>Center<br>To: Staff Emeritus<br>Magers Family Health & Wellness<br>Center   | Status Change    | 08/01/24 |

Non-academic Personnel Board Actions, cont'd.

Page 11

|                      |   |                                 |          |
|----------------------|---|---------------------------------|----------|
| Mary-Margaret Bohlen | <p>From: Assessment &amp; Accreditation<br/>         Consultant<br/>         Assessment &amp; Accreditation<br/>         GR 43, \$62,727 annually</p> <p>To: Assessment &amp; Accreditation<br/>         Consultant<br/>         Office of Institutional Effectiveness<br/>         GR 45, \$70,000 annually</p>    | Transfer &<br>Salary Adjustment | 08/01/24 |
| Kelsi Burton         | <p>From: Grants Administrator<br/>         Center for Resource Planning &amp;<br/>         Management<br/>         GR 42, \$47,586 annually</p> <p>To: Grants &amp; Environmental Manager<br/>         Center for Resource Planning &amp;<br/>         Management<br/>         GR 43, \$55,000 annually</p>         | Promotion                       | 08/01/24 |
| James Decker         | <p>From: Director of Distance Programs &amp;<br/>         Policy<br/>         Missouri State Outreach<br/>         GR 46, \$72,300 annually</p> <p>To: Business Intelligence &amp; Database<br/>         Analyst<br/>         Office of Institutional Effectiveness<br/>         GR 36, \$75,000 annually</p>       | Transfer                        | 08/01/24 |
| Stephanie Dixon      | <p>From: Executive Assistant III<br/>         Public Affairs &amp; Assessment<br/>         GR 15, \$42,598 annually</p> <p>To: Assessment Specialist<br/>         Office of Institutional Effectiveness<br/>         GR 41, \$55,000 annually</p>   | Transfer                        | 08/01/24 |
| Chelsey Giles        | <p>From: Director of Enrollment Management<br/>         Systems &amp; Reporting<br/>         Enrollment Management &amp; Services<br/>         GR 36, \$92,774 annually</p> <p>To: Director of Institutional Research<br/>         Office of Institutional Effectiveness<br/>         GR 47, \$105,000 annually</p> | Transfer                        | 08/01/24 |



Non-academic Personnel Board Actions, cont'd.

Page 12

|                  |   |                  |          |
|------------------|---|------------------|----------|
| Carol Green      | From: Business Intelligence Specialist<br>Institutional Research<br>To: Business Intelligence Specialist<br>Office of Institutional Effectiveness   | Transfer         | 08/01/24 |
| Egon Heidendal   | From: Director, Institutional Research<br>Institutional Research<br>GR 47, \$110,000 annually<br>To: Associate Provost for Institutional<br>Effectiveness<br>Office of Institutional Effectiveness<br>\$144,200 annually                                      | Reclassification | 08/01/24 |
| Shannon Holt     | From: Business Process & Reporting<br>Analyst – Enrollment Management<br>Enrollment Management & Services<br>GR 34, \$65,582 annually<br>To: Business Intelligence & Database<br>Analyst<br>Office of Institutional Effectiveness<br>GR 36, \$75,000 annually | Transfer         | 08/01/24 |
| Jeanne Lindeman  | From: Business Process & Reporting<br>Analyst – Enrollment Management<br>Enrollment Management & Services<br>To: Business Intelligence Analyst<br>Office of Institutional Effectiveness   | Transfer         | 08/01/24 |
| Vanessa Lockhart | From: Information Specialist<br>Financial Aid<br>GR 13, \$35,022 annually<br>To: Administrative Assistant II<br>Library<br>GR 12, \$35,022 annually   | Transfer         | 08/01/24 |

Non-academic Personnel Board Actions, cont'd.

Page 13

|                    |   |               |          |
|--------------------|---|---------------|----------|
| Gerald Masterson   | <p>From: Professor<br/>Kinesiology<br/>\$97,159 annually<br/>(Faculty Position)</p> <p>To: Director of Graduate Interdisciplinary<br/>Programs &amp; Partnership<br/>Community &amp; Global Partnerships<br/>GR 47, \$111,937 annually<br/>(Staff Position)</p> | Transfer      | 08/01/24 |
| Tena Reel          | <p>From: Licensed Practical Nurse<br/>Magers Family Health &amp; Wellness<br/>Center<br/>GR 41, \$46,047 annually</p> <p>To: Coordinator, Student Wellness<br/>Magers Family Health &amp; Wellness<br/>Center<br/>GR 42, \$52,000 annually</p>                  | Promotion     | 08/01/24 |
| Priscilla Skeeters | <p>From: Course Materials Manager<br/>Bookstore</p> <p>To: Staff Emeritus<br/>Bookstore</p>   | Status Change | 08/01/24 |
| Mark Woolsey       | <p>From: Interim Director<br/>Public Affairs &amp; Assessment<br/>GR 45, \$76,152 annually</p> <p>To: Director of Assessment &amp;<br/>Accreditation<br/>Office of Institutional Effectiveness<br/>GR 47, \$87,500 annually</p>                                 | Transfer      | 08/01/24 |
| Christopher Palmer | <p>From: Maintenance Supervisor<br/>Facilities Maintenance<br/>GR 27, \$58,195 annually</p> <p>To: Preventative Maintenance Supervisor<br/>Facilities Maintenance<br/>GR 26, \$51,418 annually</p>  | Status Change | 08/16/24 |

Non-academic Personnel Board Actions, cont'd.

Page 14

|                  |  |               |          |
|------------------|--|---------------|----------|
| Angela Rowe      | From: Strategic Communication &<br>Content Specialist<br>Alumni Relations<br>GR 42, \$57,363 annually<br>To: Assistant Director, Chapter &<br>Corporate Engagement<br>Alumni Relations<br>GR 43, \$57,750 annually | Promotion     | 08/19/24 |
| Emily Wood       | From: Assistant Teacher<br>Child Development Center<br>GR 40, \$33,743 annually<br>To: Teacher<br>Child Development Center<br>GR 41, \$35,000 annually   | Promotion     | 08/20/24 |
| Denise Baumann   | From: Associate Director<br>Residence Life, Housing &<br>Dining Services<br>To: Staff Emeritus<br>Residence Life, Housing &<br>Dining Services   | Status Change | 09/01/24 |
| Michael Hammers  | From: Utility Locate Coordinator<br>Facilities Maintenance<br>To: Staff Emeritus<br>Facilities Maintenance   | Status Change | 09/01/24 |
| Matthew Magruder | From: Associate Director<br>Office of Admissions<br>GR 46, \$67,305 annually<br>To: Director<br>Office of Admissions<br>GR 47, \$93,215 annually   | Promotion     | 09/01/24 |

Non-academic Personnel Board Actions, cont'd.

Page 15

|                 |  |                  |          |
|-----------------|--|------------------|----------|
| Kelsey Menefee  | From: Director, Donor Relations &<br>Special Events<br>Advancement Services<br>GR 43, \$59,150 annually<br>To: Director of University Advancement<br>Relations<br>University Advancement Relations<br>GR 45, \$59,150 annually | Reclassification | 09/01/24 |
| Stephanie Smith | From: Senior Director Donor Relations<br>& Special Events<br>Development Office<br>To: Executive Director of University<br>Advancement Relations<br>University Advancement Relations   | Title Change     | 09/01/24 |
| Brenda Wilson   | From: Custodial Specialist<br>Residence Life, Housing & Dining<br>Services<br>To: Staff Emeritus<br>Residence Life, Housing & Dining<br>Services   | Status Change    | 09/01/24 |
| Thomas Wright   | From: Custodial Specialist<br>Residence Life, Housing & Dining<br>Services<br>To: Staff Emeritus<br>Residence Life, Housing & Dining<br>Services   | Status Change    | 09/01/24 |
| Katie Dudden    | From: Assistant Director of Donor &<br>Alumni Relations – West Plains<br>Development Office<br>To: Assistant Director of University<br>Advancement Relations – West Plains   | Title Change     | 09/02/24 |

Non-academic Personnel Board Actions, cont'd.

Page 16

|                |   |              |          |
|----------------|---|--------------|----------|
| Andrew Cole    | From: Distributed User Support Specialist<br>Reynolds College of Arts, Social<br>Sciences and Humanities<br>GR 33, \$56,328 annually<br>To: Academic Technology Support<br>Administrator<br>McQueary College of Health &<br>Human Services<br>GR 34, \$61,000 annually  | Promotion    | 09/03/24 |
| Kimmy Walker   | From: Assistant Director McQueary<br>College of Health & Human<br>Services Student Success &<br>Advisement<br>McQueary College of Health &<br>Human Services<br>GR 43, \$55,344 annually<br>To: Director, Darr College of Agriculture<br>Student Success & Advising Center<br>Darr College of Agriculture<br>GR 46, \$65,345 annually | Promotion    | 09/03/24 |
| Kimberly Clark | From: Document & Report Specialist<br>Advancement Services<br>To: Biographical Records Technician<br>Advancement Services   | Title Change | 09/09/24 |
| Marc Owen      | From: Assistant Director<br>Ozarks Environmental & Water<br>Resources Institute<br>GR 44, \$67,071 annually<br>To: Director<br>Ozarks Environmental & Water<br>Resources Institute<br>GR 46, \$90,000 annually  | Promotion    | 09/16/24 |

Non-academic Personnel Board Actions, cont'd.

Page 17

|                  |  |               |          |
|------------------|--|---------------|----------|
| Joe Treese       | From: Journeyman Plumber<br>Facilities Maintenance<br>GR 26, \$54,121 annually<br>To: Journeyman Steamfitter<br>Facilities Maintenance<br>GR 27, \$55,120 annually           | Promotion     | 09/16/24 |
| Madison Thompson | From: Assistant Teacher<br>Child Development Center<br>GR 40, \$32,136 annually<br>To: Teacher<br>Child Development Center<br>GR 41, \$35,000 annually                       | Promotion     | 09/23/24 |
| Timothy Lehmann  | From: Access Specialist<br>Legal Affairs & Compliance<br>To: Staff Emeritus<br>Legal Affairs & Compliance  | Status Change | 10/01/24 |
| Douglas Neidigh  | Sustainability Unit Manager<br>School of Earth, Environment &<br>Sustainability<br>From: GR 43, \$54,075 annually<br>(100% FTE)<br>To: GR 43, \$40,556 annually<br>(75% FTE) | Status Change | 10/01/24 |
| Brenda O'Connell | From: Administrative Assistant II<br>Hammons Student Center<br>To: Staff Emeritus<br>Hammons Student Center  | Status Change | 10/01/24 |
| Teresa Lindsay   | From: Director of Payroll<br>Financial Services<br>To: Staff Emeritus<br>Financial Services  | Status Change | 01/01/25 |
| Peggy Jones      | From: Executive Assistant IV<br>Vice President Student Affairs<br>To: Staff Emeritus<br>Vice President Student Affairs   | Status Change | 01/01/25 |

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

III.F.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 538-24  
Approval of Procurement Activity Report

**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.

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from July 25, 2024, through October 8, 2024, be approved.



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

**FOR INFORMATIONAL PURPOSES ONLY**

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

|   |                                     |
|---|-------------------------------------|
| <b>Article Processing Charge<br/>University Libraries</b> | <b>\$100,000.00<br/>(Estimated)</b> |
|---|-------------------------------------|

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University Libraries seeks to utilize a pilot Article Processing Charge (APC) program. The partnership would be with University Libraries and Otto Harrassowitz as a pilot program using deposited funds to assist the University faculty in the reduction and payment of APCs.

An Article Processing Charge (APC) is the financial obligation of an author or authors who are publishing articles through a publisher who offers Open Access (OA) models. If authors want to publish OA, they must pay the APC.

**Pilot Program Benefits**

- Faculty authors can negotiate the publisher's set APC fee. Because of the University Libraries' existing relationship with Harrassowitz, University Libraries and Harrassowitz can negotiate APC amounts with publishers and journals on behalf of University departmental faculty authors.
- University Libraries can pay for departmental faculty authors' APCs via the deposited account set up with Harrassowitz.

Recommend pilot Article Processing Charge (APC) program with Harrassowitz.

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

July 25, 2024, through October 8, 2024

**ACTIVITY REPORT  
PAGE TWO**

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

**Water Softener Equipment** **\$100,725.00**  
**Planning Design and Construction** **(Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, Planning Design and Construction has requested the purchase of a Water Softener System for Blunt Hall. Equipment being requested is from Culligan Water of Springfield for Culligan equipment/services to match existing systems throughout the University.

Blunt Hall is included in the Temple Hall Expansion Phase I Renovation Budget under the construction management services of The Whiting-Turner Contracting Company. Equipment is included in the total project budget previously approved by the Board of Governors at the December 15, 2022 Board of Governors meeting.

**Note: Funding to be from Blunt Hall Renovation X02269 302025 76901 095.**

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

**Dues and Fees for Missouri Valley Football Conference** **\$100,739.00**  
**Intercollegiate Athletics**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, payment to be issued to the Missouri Valley Football Conference for the annual consortium assessment, membership dues, and home game officiating fees totaling \$100,739.00.

|  |                     |
|--|---------------------|
| Assessment, Consortium, Annual                         | \$ 15,054.00        |
| Dues, Membership, Annual                               | \$ 12,000.00        |
| Fees, Home Game Officiating                            | \$ 70,435.00        |
| Scheduling Subscription, Gridiron, 07.01.24 – 06.30.25 | \$ 3,250.00         |
| <b>Total</b>   | <b>\$100,739.00</b> |

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

**Note: Funding to be from the FY25 operational budget.**

July 25, 2024, through October 8, 2024

**ACTIVITY REPORT  
PAGE THREE**

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

**Furniture** **\$108,738.47**  
**College of Natural and Applied Sciences** **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended for ESI furniture through TIPS Cooperative Contract 23031, JSK furniture through OMNIA Cooperative Contract R191806, OFS furniture Cooperative Contract OMNIA R191813, and Steelcase furniture through OMNIA Cooperative Contract 19Z05659.

Scott Rice Office Works will supply furniture for the Dean's Suite and Student Success Office that will be moving into the renovated Temple Hall, which will be known as Roy Blunt Hall.

**Note: Funding to be from Temple Hall Renovation X02269 302025 76302 095 as approved through resolution at the December 15, 2022 BOG meeting.**

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

**Hazardous Waste Removal** **\$125,000.00**  
**Jordan Valley Innovation Center (JVIC)** **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is utilizing State of Missouri Cooperative Contract CS241429003 with Clean Harbors Environmental Services, Incorporated.

Service is for hazardous waste removal for JVIC, for the period from July 1, 2024, through June 30, 2025.

**Note: Funding to be from JVIC Rental Fund Hazardous Waste Disposal E02041 072009 73409 071.**

July 25, 2024, through October 8, 2024

**ACTIVITY REPORT  
PAGE FOUR**

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

**Fire Alarm Replacement Panel \$126,136.55  
Juanita K. Hammons Hall for the Performing Arts**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended of NASPO ValuePoint Cooperative Contract 995WC-NV23-16270 with Johnson Controls.

The purpose of this procurement is for required fire panel replacement and corresponding system upgrade to address immediate life safety requirements.

**Note: Funding to be from Juanita K. Hammons Hall Operations Capital Equipment E02003 262000 75001 045.**

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

**Marketing Research \$127,000.00  
Marketing and Communications (Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, payment to be issued to SimpsonScarborough for the purpose of market research to provide guidance and input on the University's brand and reputation, as critical input for the University's new Strategic Plan that was initiated August 1, 2024.

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

A similar market research study was performed in 2019 by SimpsonScarborough for the University, and the current project would be a replication of that study. As SimpsonScarborough is a known entity, there is no travel required since meetings will be via Zoom. Cost in 2019 was \$150,000, which included travel and incentives, as opposed to the current cost of \$127,000 which includes incentives only.

By using the same firm, the original research framework can be used, the results should be a like comparison of data, and the University will be able to immediately launch the research process, which is critical given the time constraints and deadlines set forth for the University Strategic plan.

July 25, 2024, through October 8, 2024

**ACTIVITY REPORT  
PAGE FIVE**

Data collected from key internal and external audiences will enable the University to constructively use feedback from participants. Information can then be utilized by the University to better understand the University’s position in the state and region among prospective students, parents, high school counselors, and others.

**Note: Funding to be from the President Enhancement Fund and Marketing and Communications Professional Services A02000 012010 73420 065.**

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

|  |                                     |
|--|-------------------------------------|
| <b>Furniture<br/>Autism Center – West Plains</b> | <b>\$158,123.70<br/>(Estimated)</b> |
|--|-------------------------------------|

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended of Sourcewell Cooperative Contract OT0034583, through KI International Incorporated.

KI will supply furniture for the autism student support center on the West Plains Campus, which will house the ASCEND program and serve the campus community.

**Note: Funding to be from the State of Missouri American Rescue Plan Act (ARPA) funds, Howell County ARPA funds, President’s Program Enhancement fund, and private donations, paid through West Plains Autism Center X92017 302025 76302 095.**

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

|  |                     |
|--|---------------------|
| <b>Network Equipment Maintenance<br/>Networking and Telecommunications</b> | <b>\$211,627.89</b> |
|--|---------------------|

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, the University seeks to utilize PEPPM Contract 533902-087 through BlueAlly.

The purpose of this procurement is to obtain three (3) years of maintenance support on Juniper network hardware. This hardware provides network services to several buildings on the Springfield and West Plains campuses, and to servers in Cheek Hall and Blair-Shannon House, as well as firewall protection to the University servers.

July 25, 2024, through October 8, 2024



**ACTIVITY REPORT  
PAGE SEVEN**

| <b>Fiscal Year Cost Summary</b>                        |                     |
|--|---------------------|
| Implementation Services, FY 25 – FY26 *                | \$ 66,000.00        |
| FY 25 Services , 07.01.24 – 06.30.25 (Starts 10.24) ** | \$ 4,878.68         |
| FY 26 Services, 07.01.25 – 06.30.26                    | \$ 68,067.36        |
| FY27 Services , 07.01.26 – 06.30.27                    | \$ 64,567.36        |
| FY 28 Services, 07.01.27 – 06.30.28 (Ends 10.27) **    | \$ 26,455.12        |
| <b>Total</b>   | <b>\$229,968.52</b> |

\*Implementation fee separated into two fiscal years for \$33,000 in FY25 and FY26.

\*\*Term starts October 2024 and ends October 2027.

Each service order shall automatically renew for additional periods as set forth in the order, or if no renewal period is stated, for additional periods of twelve (12) months, each a renewal term, unless customer provides advance written notice via e-mail of non-renewal at least thirty (30) days prior to the start of the applicable renewal term.

**Note: Funding to be from Operating Annual Funds Service Agreements Software/Hardware Public Relations and Development A02000 092003 73421 065.**

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

**Furniture** **\$245,521.18**  
**College of Health and Human Services - Psychology** **(Estimated)**

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, utilization is recommended of Sourcewell Cooperative Contract OT0034583, through KI International Incorporated.

KI will supply furniture for the Psychology department that will be moving into the Kings Street Annex building.

**Note: Funding to be from the remodeling budget for Health and Human Services Administration - Non-Operating B02821 132001 76302 011.**

July 25, 2024, through October 8, 2024

**ACTIVITY REPORT  
PAGE EIGHT**

**FOR APPROVAL**

**Single Feasible Source > \$250,000**

**Women’s Chorus Performance Tour** **\$273,350.00**  
**Department of Music** **(Estimated 70 Participants)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University Women’s Chorus requests approval to make payment to Perform International to embark on an international concert tour of the Czechoslovakia Republic and Germany, May 10, 2025 through May 19, 2025.

Major tours for the University choral groups occur once every year, most often in May, and the Director of Choral Studies has utilized this company since 2013. As an Atlanta-based travel service, Perform International specializes in international group performance tours and tours in major United States concert markets.

Included in the below amount is ground transportation, lodging, concert organization, entrance fees for tours/museums/et cetera, and selected meals. The total reported cost is based on 70 participants, funded by participating students.

Payment to Perform International is to be made in installments throughout 2024 - 2025, with the final balance due approximately March 15, 2025.

Other expenses may be paid directly to service providers when reservations are made, or when the activity has been completed.

| <b>Estimated Payment Date</b> | <b>Estimate Per Person</b> | <b>Estimated Total</b> |
|-------------------------------|----------------------------|------------------------|
| October 15, 2024              | \$ 300.00 X 70             | \$ 21,000.00           |
| November 30, 2024             | \$1,000.00 X 70            | \$ 70,000.00           |
| January 15, 2025              | \$1,000.00 X 70            | \$ 70,000.00           |
| February 15, 2025             | \$1,000.00 X 70            | \$ 70,000.00           |
| March 15, 2025                | \$ 605.00 X 70             | \$ 42,350.00           |
|                               |                            |                        |
| <b>Estimated Total</b>        | <b>\$3,905.00</b>          | <b>\$273,350.00</b>    |
|                               |                            |                        |

**Note: Funding to be from participating students.**

July 25, 2024, through October 8, 2024



III.G.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 502-24  
Approval of Employment  
Agreements for University Athletics

**WHEREAS**, the University desires to employ those Athletic Coaches/Administrators designated as New Hires in Schedule 1, pursuant to the terms and conditions of a mutually executed Athletics Employment Agreement.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University approves and authorizes the West Plains Chancellor to execute the applicable Employment Agreement for Athletics for individuals listed in Schedule 1.

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**Comments:**

Individuals listed may also be eligible to earn achievement payments contingent upon the athletic success of certain athletics teams, pursuant to the terms of their Employment Agreement.

Schedule 1

| Coach/Administrator's Name | Area             | Position        | Contract Salary | Designation |
|----------------------------|------------------|-----------------|-----------------|-------------|
| Ryan Hargrove              | Women's Softball | Head Coach      | \$52,500.00     | New Hire    |
| Alec Matlock               | Women's Softball | Assistant Coach | \$40,000.00     | New Hire    |
| Jakob Woods                | Men's Baseball   | Assistant Coach | \$32,500.00     | New Hire    |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |
|                            |                  |                 |                 |             |

III.G.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 503-24  
Approval of Actions Concerning  
Academic Employees

**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.

**NON-ACADEMIC APPOINTMENT:**

| <u>Name</u>   | <u>Position/Department</u>                | <u>Salary</u>      | <u>Effective</u>       |
|---------------|---|--------------------|------------------------|
| Tamera Jahnke | HLC Assurance Argument<br>Consulting Fees | \$1,000<br>monthly | 9/1/2024-<br>6/30/2025 |

**(See Addendum A for Supplemental Payments for the Summer 2024 session)**

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

**ADDENDUM A**

**Supplemental payments for the Summer 2024 session:**

| <u>Name</u>     | <u>Department</u>            | <u>Salary</u> |
|-----------------|------------------------------|---------------|
| ReBena Atkinson | Summer Advising              | \$1,900       |
| Bruce Cavitt    | IDS 110 Course redevelopment | \$ 500        |
| Carrie Steen    | IST 100 course development   | \$ 500        |

III.G.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 504-24  
Approval of Actions Concerning  
Nonacademic Employees

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> |
|-----------------|---|--------------|----------------------|------------------|
| Jacob Colangelo | Support Coordinator<br>WP TJ Swift House ASCEND                         | 42           | \$43,888<br>Annually | 07/29/2024       |
| Jakob Woods     | Assistant Athletics Coach<br>WP Men's Baseball                          | UN           | \$32,500<br>Annually | 08/01/2024       |
| Nina Williams   | Administrative Assistant I<br>WP TJ Swift House ASCEND                  | 11           | \$33,903<br>Annually | 08/05/2024       |
| Dustin York     | Custodian I<br>WP Facility Operations                                   | 21           | \$32,239<br>Annually | 09/03/2024       |
| Laura Underhill | Assistant Director<br>WP Workforce Development &<br>Community Education | 42           | \$47,000<br>Annually | 09/04/2024       |
| Alec Matlock    | Assistant Athletics Coach<br>WP Women's Softball                        | UN           | \$40,000<br>Annually | 09/09/2024       |

**RESIGNATION:**

| <u>Name</u>   | <u>Position-Department</u>                    | <u>Effective</u> |
|---------------|---|------------------|
| Lauren Kerley | Financial Aid Coordinator<br>WP Financial Aid | 08/01/2024       |

**RETIREMENT:**

| <u>Name</u>   | <u>Position-Department</u>  | <u>Effective</u> |
|---------------|---|------------------|
| Barbara Dykes | Laboratory and Stores Supervisor<br>WP Instruction-Natural Sciences | 09/01/2024       |

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

III.H.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 136-24  
Approval of Revisions to G1.15  
Internal Audit Charter

**WHEREAS**, on October 20, 2023, the Board of Governors (“BOG”) approved changes to its policy governing the authority and responsibilities of the Internal Audit function, entitled G1.15 Internal Audit Charter (“Policy”):

**WHEREAS**, certain revisions should be made to the Policy to update conform with the updated Global Internal Auditing Standards as promulgated through the Institute of Internal Auditors.

**WHEREAS**, Administration recommends approval of the revised Policy by the BOG.

**WHEREAS**, the Risk Management and Audit Committee reviewed these proposed changes and recommends approval of the revised Policy by the BOG.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the new governing policy G1.15 Internal Audit Charter is hereby approved and shall replace and supersede the existing version of this Policy.

\_\_\_\_\_  
Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

**COMMENTS:**

The policy is required by Global Internal Auditing Standards to include certain items including the purpose of internal auditing, an internal audit mandate, clearly defined responsibilities for the Board and the Director, a commitment to adhere to the Global Internal Auditing Standards, and examples of the scope of services to be provided.

The Director for Internal Audit and Risk Management shall be responsible for ensuring compliance with this policy, including its annual review by the BOG.



## Purpose

The purpose of the Office of Internal Audit and Risk Management (herein Office) is to strengthen the university's ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective assurance, advice, insight, and foresight. The Office enhances the university's successful achievement of objectives, governance, risk management, and control processes, decision-making and oversight, reputation and credibility with its stakeholders, and its ability to serve the public interest.

## Independence, Organizational Position, and Reporting Relationships

To achieve the highest degree of independence, the Office reports functionally to the Board of Governors through the Risk Management and Audit Committee (RMAC), and administratively to the President. Such reporting line shall establish independence, allow for unrestricted access to the board, provide for accomplishment of responsibilities without interference from management, and give organization authority necessary to maintain objectivity.

## Mandate

In carrying out its duties and responsibilities, the Office shall have unrestricted and timely access to all organizational activities, data, records, information, property, and personnel. To this end, the Office shall set frequencies, select subjects, determine scopes of work, apply techniques, and issue communications to accomplish the function's objectives. Internal auditors are accountable for confidentiality and safeguarding data, records, and information collected during their course of work.

## Commitment to Adhering to the Global Internal Auditing Standards

The Office will adhere to university policies and the Global Internal Audit Standards (GIAS) and Topical Requirements which are promulgated by the Institute of Internal Auditors.

## Board and Director Responsibilities

To establish and maintain needed attributes of the university's internal audit function the Board (oversight) and Director (management) will:

- Discuss with the appropriate authority, role, responsibilities, scope and services (assurance and/or advisory) of the internal audit function, as appropriate.
- Ensure the Office has unrestricted access to and ability to communicate directly with the Board through the RMAC Chair.
- The Director will confirm to the Board, at least annually, the organizational independence of the function, any interference encountered related to the scope, performance, or communication of internal audit work and results. The disclosure will include communicating the implications of such interference on the effectiveness of the Office and its ability to fulfill its mandate.
- Ensure at least a portion of one meeting annually is held without management present.
- The charter, and any relevant changes, are presented to the Board for review and approval at least annually.
- The Director must develop a risk-based audit plan that considers input of the Board and senior management. This plan will be presented to the Board and the President for review and then subsequently approved by the Board through the RMAC. The Director may review and adjust the plan,

as necessary, in response to changes in the university's risks, operations, programs, systems, and controls. Significant changes will be communicated to the RMAC Chair and President.

- The Director will communicate the results of all engagements conducted by the Office to the RMAC, including management's responses, any risk that the Office determines may be unacceptable or management's acceptance of risk beyond the university's risk appetite.
- The Director will develop procedures to follow-up on findings and confirm the implementation of recommendations or action plans and communicate the results of those procedures to the Board and President as appropriate.
- Ensure a quality assurance and improvement program is established and results of all assessments are presented to the RMAC annually.
- Review the use of financial and human resources and communicate the impact of resource limitations to the Board and President.
- The Board will collaborate with senior management to determine the qualifications and competencies the organization expects in a director and authorize the appointment and removal of the director.
- The Board will provide feedback to the President regarding the Director's performance.

#### Additional Director Role and Responsibilities

The Director will establish and ensure adherence to methodologies designed to ensure all auditors conduct their work in conformance with the GIAS, including the principles of ethics and professionalism, and all university policies and procedures unless such policies or procedures conflict with the charter or the GIAS. The Director will ensure all auditors understand, respect, meet, and contribute to the legitimate and ethical expectations of the university, be able to recognize conduct that is contrary to those expectations, encourage and promote an ethics-based culture, and report organizational behavior that is inconsistent with university expectations, as described in applicable policies and procedures.

The Director will ensure the Office remains free from all conditions that threaten the ability to carry out the roles and responsibilities mandated in an unbiased manner, including matters of engagement selection, scope, procedures, frequency, timing, and communication. If, at any time, the Director believes independence or objectivity may be impaired in fact or appearance, the details of the impairment will be disclosed to the appropriate parties.

In performing its function, the Office has no direct responsibility or authority over any of the activities which it reviews. Accordingly, auditors will not implement internal controls, develop procedures, install systems, or engage in other activities which may impair their judgement. The internal audit review and appraisal process does not, therefore, relieve other persons in the organization of the responsibilities assigned to them.

The Director will ensure the Office collectively possesses or obtains the knowledge, skills, and other competencies and qualifications needed to meet the requirements of the GIAS and fulfill the internal audit mandate.

The Director will identify and consider trends and emerging issues that could impact the university and communicate significant risk exposures and control issues, including fraud risks, governance issues, and other areas of focus to the Board and senior management as appropriate.

The Director will develop, implement, and maintain a quality assurance and improvement program (Program) that covers all aspects of the internal audit function. The Program will include internal and external assessments of the function's performance with the GIAS, as well as performance measures to assess the functions' progress toward the achievement of its objectives and promotion of continuous improvement.

#### Scope and Types of Internal Audit Services

The Office's scope of services is provided to serve the entire breadth of the university system, including all activities, assets, and personnel. This scope includes, but is not limited to, assurance, advisory, assessment, and objective examinations. The fulfillment of this accountability includes but is not limited to the following:

- Assessing risks related to the achievement of the university's strategic objectives to ensure said risks are appropriately identified and managed.
- Examining and evaluating the adequacy and effectiveness of the overall system of administrative and financial controls.
- Determining the reliability and integrity of financial and operating data.
- Evaluating sufficiency of and adherence to university plans, policies, and procedures and compliance with State and Federal laws and regulations.
- Ascertaining the extent to which university assets are accounted for and safeguarded and, as appropriate, verifying the existence of such assets.
- Appraising the economy and efficiency with which university resources are employed.

#### **Line of authority**

**Responsible administrator and office:** Office of Internal Audit and Risk Management

**Contact person in that office:** Director of Internal Audit and Risk Management

#### **Effective date**

**Presidential approval:**

## VIII.A.



### **STAFF SENATE BOARD OF GOVERNORS OCTOBER 2024 REPORT**

Staff Senate began the new year with welcoming our largest class of Senators in the history of Staff Senate. As of the date of this report, we have 51 Senators throughout our four job families. We have filled all the elected positions within Job Families 1, 3, and 4-for the first time in Staff Senate’s history. This growth is due to significant recruiting efforts, as well as a restructuring of Staff Senate. We are incredibly excited about the level of involvement demonstrated by our Senators this year.

#### **Staff Senate Updates**

Staff Senate is following a new representation model, as of July 1. We have established a group of elected Senators, with each job family having one Senator for every 25 staff members within that job family. We have also brought back divisional representatives, providing every member of Administrative Council the opportunity to appoint a person to serve as the representative of that area within the University. This has allowed for a better distribution of representation across the University.

The Staff Senate Executive Board has decided to rename our “Recruitment & Retention Committee” to the “Staff Development Committee” and combine the charges of our “Recruitment & Retention” and “Professional Development” Committees, to allow for better flexibility when it comes to researching and advocating for the needs of staff. The Committee is currently brainstorming ideas and plans to bring in campus stakeholders as appropriate in the coming months.

#### **Staff Senate Events**

Our Staff Activities Committee has been hard at work, partnering with the Veteran Student Center to host two tailgates in the month of September, with plans to host two additional tailgates throughout the football season. They also worked with the President’s Office to host a “Breakfast with Biff” event in September, to thank staff for their hard work with welcoming students back to campus in August. Over 200 staff members were in attendance.

Our Public Affairs Committee participated in Adopt-A-Street, cleaning up the section of Cherry Street between National and Glenstone. They also hosted a book club where staff gathered to discuss *There Was a Little Girl: The Real Story of My Mother and Me* by Brooke Shields, one day before her appearance

at the Public Affairs Conference. The Committee plans to hold an additional Adopt-A-Street event this fall, along with volunteering at Ozarks Food Harvest in November.

### **Staff Senate Meetings**

We have continued our practice of inviting various campus stakeholders to our monthly meetings, to allow for better dissemination of information. Up to this point, we have had presentations from President Williams, the Bear Pantry, Planning, Design, & Construction, Military Science, Athletics, the President's Council on Accessibility, and Grounds. Our next few meetings will feature individuals who are new to campus, including our Athletic Director, Director of University Safety, and Associate Provost for Institutional Effectiveness.

### **Staff Senate Partnerships Across Campus**

It is important to me that we work closely with other groups across campus. The leaders of Staff Senate, Faculty Senate, and the Student Government Association meet monthly, but are in frequent contact with each other, to discuss important issues and ways we can work together. There is a representative from Staff Senate at each meeting held by the Student Government Association and the Faculty Senate. We also have representation on 23 different committees/councils throughout the University.

As an executive board, we have worked hard to increase communication, invite people to attend our meetings, and encourage involvement in whatever way is meaningful to our Senators. I'm incredibly proud of the work the Senate has done in the first few months of my term as Chair and am looking forward to what the rest of the year will hold.

### **Respectfully Submitted:**

Campbell Keele  
Staff Senate Chair  
9/30/2024



## SGA Report for the Board of Governors

October 18<sup>th</sup>, 2024

The Student Government Association has been working diligently to move our student government **Forward with Purpose**. Our platform for the 2024-2025 year is focused on intentional engagement, internal reform, and student advocacy. We have made great strides towards these goals, which will be outlined below.

### Completed Tasks

- Passed the 2024-2025 Project Budget
- Senate elected our new Speaker Pro-Tempore
- Hosted our Annual Administrator Banquet
- Welcomed over 50 Senators and 20 Commissioners
- Approved five new student organizations constitutions
- Held our annual Cabinet photoshoot
- Supported and collaborated with campus organizations
  - Paws to the Polls
  - Future Farmers of America (FFA)
  - Centennial Leaders
  - URSI Latinx
  - Student Athlete Advisory Committee (SAAC)
  - Traditions Council & Student Activities Council
- Established a protocol to file Senate and Wyrick meeting minutes with the Meyer Library and Vice President for Student Affairs Office
- Increased communication to SGA Judicial branch
- Established contact with the University of Missouri, Missouri Student Association





**BETWEEN THE ONE AND THE MANY**  
Considering Community and Individualism

# Public Affairs Conference Summary Report September 24-26, 2024

## Executive Summary

The 21st Public Affairs Conference explored the 2024-25 public affairs theme, *Between the One and the Many: Considering Individualism and Community*, which reached over 5,600 students, campus members, the Springfield community and beyond.

This year's theme was led by Public Affairs Fellow, Dr. Joh Schmalzbauer, the Blanche Gorman Strong Chair in Protestant Studies. The 25-member advisory committee representing students, faculty, staff, and community members were vital in developing panel topics, descriptions, and invitations to this year's 43 speakers. The variety of high-profile panelists speaks well to the knowledge and key professional associations and relationships of the committee members.

## Conference Results

**5,632**  
**TOTAL**

Final attendance will be available after recording views end on 10/18/24

**2,356 LIVE VIRTUAL PANEL VIEWS**

**940 RECORDED PANEL VIEWS TO DATE**

**2,336 KEYNOTE AND PLENARY SPEAKER VIEWS**

### POPULAR TOPICS INCLUDED:

- Are we Still Bowling Alone? The State of Community in America
- Harnessing the Power of AI in Healthcare
- Nurturing Genuine Bonds, Free Speech & Regulation in Our Virtual Era
- Can the Spiritual But Not Religious Find Community

**Evaluation:** 83% rated panels good or excellent | 76% said it offered a new way of thinking about the topic

**47**

**NATIONAL &  
INTERNATIONAL  
SPEAKERS**

INCLUDED SEVERAL  
MSU ALUMNI

### Speakers represented experts from diverse disciplines and race/ethnicity groups. A sampling includes:

- Dr. Nancy Ammerman, Boston University
- Orlena Nwokah Blanchard, CROWN Act
- Sarah Cunningham, National Park Service
- Dr. Kim-Anh Nguyen Dang, Duc Dang School of Martial Arts
- Dr. Willy Legrand, IU Int'l University of Applied Sciences – Germany
- Dr. Varun Soni, University of Southern California
- Pete Davis, director/producer of Join or Die
- Ray Suarez and Scott Tong, both acclaimed journalists and authors

## Post conference speaker comments:

*"It's a small world as I was familiar with the works of other panelists. Great program you have, and thanks for including me."* Beth Bailey, Foundation Distinguished Professor of History, Director of the Center for Military, War, and Society Studies, University of Kansas

*"The conversations were really fun and interesting."* Julie Beck, Journalist, Podcast Host, The Atlantic

**Student Affairs Report**  
Missouri State University Board of Governors  
October 18, 2024

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

**Dean of Students Areas:**

- Since the fall semester opened, there have been 157 student **BIT (Behavioral Intervention Team)** cases which have been managed by a case manager. These cases are referrals centered around general mental health concerns, medical concerns, financial concerns, and hospitalizations to name a few.
- The **Dean of Students** presented alongside Rachael Dockery at the monthly Springfield Bar lunch. This presentation was a recognition of the long-standing volunteer commitment from 8 local lawyers to the Bearisters (free legal services for students) program.
- 246 FTNIC students and 50 upper-class students attended the **Ursa Experience**. The URSA Experience is the three-day, two-night deeper dive into Missouri State that happens right before Welcome Week.
- 1708 Good Luck emails were sent out by **Family Programs** on August 19th. These were photos that were taken of family members in the Family Lounge throughout the summer that included a message from the family member(s) to their student.
- 1457 families (not people, families, with an average of 2 people plus a student per family) ordered some form of tickets from the **New Student & Family Programs Office** for Family Weekend.
- The **Office of Student Conduct** has received 156 cases since August 1, 2024
- The **Office of Student Conduct** staff have provided and facilitated training and presentations for SOAR sessions, URSA, Bear POWER, Residence Life staff (both professional and student staff), and fraternity and sorority life members.
- The **Office of Student Conduct** staff have continued with a weekly social media campaign “What Would Boomer Do” Wednesdays where staff develop scenarios surrounding the Code of Student Rights and Responsibilities and the student conduct process.
- **Career Center** staff facilitated/participated in six career fairs from beginning of semester until October 2nd. This included 324 employers and 1,602 students.
- The total number of student appointments since beginning of semester: 353 completed scheduled appointments; 128 drop-in appts completed. 764 resumes reviewed in Handshake.
- **Career Center** staff have already provided 71 presentations to date this semester as compared to 63 in all of FA23. This represents a 13% increase in just the first half of FA24 semester.
- **Career Center** staff launched a Self-Service Photo Booth which is located in the bookstore. President Williams and other MSU leadership attended the ribbon cutting on September 4, 2024. As of 10.4.24, 136 individual users have used this service.

**Student Support and Opportunity Services:**

- **Access Programs** welcomed 88 new scholarship students, including 56 from our newest partnership, KC Scholars.
- **Bears Lead** opened the semester with over 180 new students enrolled.
- The **MRC Staff** applied for two grant awards: Community Foundation of the Ozarks and Black Tie (Renewal)
- Hosted over 200 students at the first five heritage month events; in addition to over 600 for Belong-B-Que during Welcome Week.



- The **MRC** expanded the resource library and the room of reflection by adding vital artifacts and books of value.
- 23 students participated in **TRIO Upward Bound Summer Academy**

**Campus Recreation:**

- Student Leadership Team 5K - **Campus Recreation** hosted its first-ever 5K event on campus, with over 100 people registering. The event was entirely driven by the Spring Student Leadership Team cohort, who submitted the project and were responsible for creating the business plan, risk management strategy, volunteer coordination, marketing, hospitality, and race-day logistics. This student-led initiative was a testament to their leadership and organizational skills.
- **Outdoor Adventures** - has seen tremendous success, offering fully booked trips in kayaking, rock climbing, camping, hiking, and mountain biking. With waitlists for every trip, the team is exploring ways to expand opportunities and accommodate more participants in these popular outdoor activities.
- **Recreational Sports** - Session one of Recreational Sports has wrapped up with a 4% increase in participation compared to last year. This season, there were 46 teams for flag football, including a notable 13 women’s teams, which is a significant milestone. Sand volleyball attracted 60 teams, and futsal had 30 teams, reflecting the growing interest and engagement in recreational sports.
- **Camp Programs** - In another milestone, Campus Recreation concluded the summer with record-breaking participation in Camp Claw, a seven-week program designed for children aged 6-12. The program saw steady growth each week, ultimately capping out at 75 kids in the final three weeks. It became a highly valued service on campus, with many faculty and staff members taking advantage of the opportunity for their families.

**Residence Life, Housing and Dining Services:**

- **Bear Crew** is our student, faculty, and staff volunteer program that helps residence hall students move-in. This year 710 returning students volunteered, serving a total of more than 2,260 hours throughout opening.
- Over the summer we worked to transition **Garst Dining Center** from an All-You-Care-To-Eat facility to a Food Hall concept. There were a few reasons that we felt this change was the right move for our campus, one of the biggest being student satisfaction. We heard from our students that they wanted a to-go option from our dining centers – and the Food Hall satisfies that request. This new concept also offers some variety between all 3 of our dining centers on campus. Since the Food Hall opened on August 15<sup>th</sup>, we have been flooded with positive feedback.
- **“Happy or Not”** is a survey system that we use at our dining locations across campus. Each location has a device where guests can rate their experience by tapping a button that ranges from very unhappy to very happy. The devices in the dining centers also have a tablet inside the device so that guests can leave open ended feedback and share more details about their experience with us. The dining team regularly reviews this data to get insights on menus and to monitor trends so that we can implement changes to meet the needs of students. From Spring 2024 to Fall 2024 we have seen a 14 point increase in our average satisfaction.
- Occupancy of the **on-campus residence halls and apartments** on census day was 3480 students. This is 85 more than last year’s census of 3395 students.
- Each semester we offer a 6-week **trial housing program** for students who have been approved to commute. They can live on-campus for 6-weeks to see if they like it and make some of their transition and connection easier. If at the of the 6-weeks the student would like to continue they can or they can end their contract. 85% of our students who participated in the program chose to remain on campus after their 6-week trial had ended.

**University Bookstore:**

- **Bookstore StreamlinED** – This Fall the StreamlinED program has again shown tremendous growth.
 

|           |            |             |                 |                      |
|-----------|------------|-------------|-----------------|----------------------|
| Fall 2024 | 274 titles | 755 courses | 11,600 students | program value \$2.6M |
| Fall 2023 | 152 titles | 609 courses | 10,405 students | program value \$1.7M |

80% growth in titles - 24% growth in courses - 12% growth in students

54% of Fall 2024 semester enrolled student were in at least 1 StreamlinED course.

- **Fall Back-To-School Sales** – Total sales for the first few weeks of the Fall 2024 semester improved over Fall 2023 sales. Wait times to check-out in the bookstore were under 8 minutes during our peak times, and pick-up waiting time for online orders was even shorter throughout the first week of the semester. Sales at our convenience stores, and the Madison Ave Boutique were together 8k up to last year, and overall we were \$240,000 up in total sales for the bookstore (including StreamlinED sales) for the month of August!
- **Family Weekend / Online Promotion** – We offered families a pre-family weekend opportunity to shop online with the bookstore: 20% discount allowing for families to arrive on campus already outfitted in their Bear-Wear ... was successful, we processed 55 orders with 185 total products purchased during this promotion with sales totaling over \$5,500! Our Family Weekend T-shirt pre-sale promotion was a success, we sold over 200 t-shirts in advance and sold out of remaining shirts over the family weekend in-store. Total sales for family weekend topped \$125K!

#### **Plaster Student Union:**

- **Co-Curricular Involvement (CCI)** - Student Organization registration has concluded and the Office of Student Engagement is officially recognizing 322 groups. This is an increase from last year's 280 groups recognized upon completion of the same process.
- **Center for Community Engagement (CCE)** – Since August 1, the Bear Pantry has seen over 2,000 visits and distributed over 17,000 items (canned goods, hygiene products, produce, etc.). These numbers increased, compared to last year, which saw 1,500 visits and 15,000 items distributed.
- **Fraternity & Sorority Life (FSL)** – Upon completion of primary recruitment, over 600 new members joined our FSL community. During Welcome Week, FSL hosted a new event, “Greek Street,” where the FSL community hosted potential new members on Elm Street to a large meet-and-greet event. Over 1000 people attended this event.
- **Retail Dining in the PSU** -Sushi-do began operations in the PSU food court in August. It’s menu, focusing on sushi, rice bowls, and sushi burritos, has been well received by the students and demonstrated strong, sustainable sales since its opening.

#### **Magers Health and Wellness Center:**

- **Magers Health and Wellness** expands student experiences by offering a new partnership with the School of Health Sciences. We have added a community clinical rotation for students seeking their Bachelors in Dietetics. They work with our health promotion team and our registered dietitians. This allows these students to have a community clinic experience right here on the MSU campus.
- **Student Wellness** participated in two new events on-campus this year. They tabled at Bear Bash providing many hygiene and safety products for students to pick up. Several staff participated including our pharmacist. We also hosted an open house for Family Weekend, including mini massages for families, drop-in yoga and a sensory room staffed by the student counseling center.
- Magers Pharmacy passed Board of Pharmacy inspection with no infractions. Completed annual inventory successfully with minor recommendations made.
- **Mager’s laboratory** staff are known on campus for their outstanding service and personality. One of their clients appreciated them so much that they wanted to donate a piece of equipment. The laboratory was gifted a new centrifuge. This piece of equipment will improve processes within the laboratory. We appreciate how much our client’s value us and work to give them the best service possible

Respectfully submitted by,

  
Dr. Dee Siscoe,

Vice President for Student Affairs

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

|                           | Year         | MONTHLY                       |           |                                  |             |                      |             | YEAR-TO-DATE      |             |              |
|---------------------------|--------------|-------------------------------|-----------|----------------------------------|-------------|----------------------|-------------|-------------------|-------------|--------------|
|                           |              | Designations<br>under \$1,000 |           | Designations<br>\$1,000 and over |             | Totals for<br>August |             | Running<br>Totals |             | Year         |
|                           |              | No.                           | Amount    | No.                              | Amount      | No.                  | Amount      | No.               | Amount      |              |
| <b>Annual Gifts</b>       | FY 24        | 7,009                         | \$233,464 | 117                              | \$346,950   | 7,126                | \$580,414   | 13,507            | \$1,028,874 | FY 24        |
|                           | <b>FY 25</b> | 6,559                         | \$182,934 | 104                              | \$659,050   | 6,663                | \$841,984   | 13,514            | \$1,436,941 | <b>FY 25</b> |
| <b>Capital Facilities</b> | FY 24        | 8                             | \$312     | 3                                | \$32,500    | 11                   | \$32,812    | 22                | \$43,774    | FY 24        |
|                           | <b>FY 25</b> | 10                            | \$1,117   | 4                                | \$158,340   | 14                   | \$159,457   | 26                | \$736,012   | <b>FY 25</b> |
| <b>One Time Gifts</b>     | FY 24        | 0                             | \$0       | 6                                | \$205,008   | 6                    | \$205,008   | 15                | \$274,236   | FY 24        |
|                           | <b>FY 25</b> | 0                             | \$0       | 14                               | \$513,619   | 14                   | \$513,619   | 23                | \$715,369   | <b>FY 25</b> |
| <b>TOTALS</b>             | FY 24        | 7,017                         | \$233,776 | 126                              | \$584,458   | 7,143                | \$818,234   | 13,544            | \$1,346,884 | FY 24        |
|                           | <b>FY 25</b> | 6,569                         | \$184,051 | 122                              | \$1,331,009 | 6,691                | \$1,515,060 | 13,563            | \$2,888,322 | <b>FY 25</b> |

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2024 TO 08/31/2024**

| SOURCE            | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT        | GIFTS OF<br>PROPERTY | NON-GIFT<br>INCOME* | TOTAL 07/01/2024<br>TO 08/31/2024 | TOTAL 07/01/2023<br>TO 08/31/2023 |
|-------------------|-------------------------|-----------------------|------------------|----------------------|---------------------|-----------------------------------|-----------------------------------|
| ALUMNI            | \$10,315                | \$402,140             | \$227,762        | \$0                  | \$139,412           | <b>\$778,969</b>                  | \$277,513                         |
| FRIENDS           | 1,206                   | 537,711               | 19,105           | 0                    | 91,550              | <b>\$649,572</b>                  | 328,888                           |
| PARENTS           | 0                       | 1,736                 | 100              | 0                    | 5,715               | <b>\$7,551</b>                    | 12,959                            |
| FOUNDATIONS       | 0                       | 40,423                | 12,000           | 0                    | 0                   | <b>\$52,423</b>                   | 196,432                           |
| ORGANIZATIONS     | 1,450                   | 55,765                | 347,842          | 0                    | 0                   | <b>\$405,057</b>                  | 257,135                           |
| BUSINESSES        | 1,735                   | 735,698               | 18,987           | 0                    | 238,330             | <b>\$994,750</b>                  | 273,957                           |
| <b>GIFT TOTAL</b> | <b>\$14,706</b>         | <b>\$1,773,473</b>    | <b>\$625,796</b> | <b>\$0</b>           | <b>\$475,007</b>    | <b>\$2,888,322</b>                | <b>\$1,346,884</b>                |

\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income received from athletics seat assessments and suites are no longer tax deductible.

**DEFERRED GIFT COMMITMENTS**

|                | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT | GIFTS OF<br>PROPERTY | TOTAL 07/01/2024<br>TO 08/31/2024 | TOTAL 07/01/2023<br>TO 08/31/2023 |
|----------------|-------------------------|-----------------------|-----------|----------------------|-----------------------------------|-----------------------------------|
| DEFERRED GIFTS | 0                       | 0                     | 135,000   | 0                    | <b>\$ 135,000</b>                 | <b>\$ -</b>                       |

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$78M

|               | NUMBER OF<br>DONORS<br>7/1/2024<br>TO 07/31/2024 | NUMBER OF<br>DONORS<br>7/1/2023<br>TO 07/31/2023 |
|---------------|--|--|
| ALUMNI        | <b>2,516</b>                                     | 2,181  |
| FRIENDS       | <b>5,464</b>                                     | 5,476  |
| PARENTS       | <b>30</b>  | 148  |
| FOUNDATIONS   | <b>11</b>  | 10   |
| ORGANIZATIONS | <b>49</b>  | 50   |
| BUSINESSES    | <b>114</b>                                       | 245  |
| <b>TOTAL</b>  | <b>8,184</b>                                     | 8,110  |

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

|                               | Year         | MONTHLY                       |           |                                  |           |                         |           | YEAR-TO-DATE      |             |              |
|-------------------------------|--------------|-------------------------------|-----------|----------------------------------|-----------|-------------------------|-----------|-------------------|-------------|--------------|
|                               |              | Designations<br>under \$1,000 |           | Designations<br>\$1,000 and over |           | Totals for<br>September |           | Running<br>Totals |             |              |
|                               |              | No.                           | Amount    | No.                              | Amount    | No.                     | Amount    | No.               | Amount      | Year         |
| <b>Annual<br/>Gifts</b>       | FY 24        | 5,945                         | \$209,427 | 127                              | \$385,935 | 6,072                   | \$595,362 | 19,579            | \$1,624,236 | FY 24        |
|                               | <b>FY 25</b> | 6,864                         | \$226,008 | 104                              | \$561,443 | 6,968                   | \$787,451 | 20,591            | \$2,255,467 | <b>FY 25</b> |
| <b>Capital<br/>Facilities</b> | FY 24        | 8                             | \$312     | 8                                | \$76,500  | 16                      | \$76,812  | 38                | \$120,586   | FY 24        |
|                               | <b>FY 25</b> | 10                            | \$1,093   | 6                                | \$67,600  | 16                      | \$68,693  | 43                | \$805,705   | <b>FY 25</b> |
| <b>One Time<br/>Gifts</b>     | FY 24        | 0                             | \$0       | 14                               | \$299,570 | 14                      | \$299,570 | 29                | \$573,806   | FY 24        |
|                               | <b>FY 25</b> | 0                             | \$0       | 25                               | \$80,070  | 25                      | \$80,070  | 48                | \$795,439   | <b>FY 25</b> |
| <b>TOTALS</b>                 | FY 24        | 5,953                         | \$209,739 | 149                              | \$762,005 | 6,102                   | \$971,744 | 19,646            | \$2,318,628 | FY 24        |
|                               | <b>FY 25</b> | 6,874                         | \$227,101 | 135                              | \$709,113 | 7,009                   | \$936,214 | 20,682            | \$3,856,611 | <b>FY 25</b> |

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2024 TO 09/30/2024**

| SOURCE            | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT        | GIFTS OF<br>PROPERTY | NON-GIFT<br>INCOME* | TOTAL 07/01/2024<br>TO 09/30/2024 | TOTAL 07/01/2023<br>TO 09/30/2023 |
|-------------------|-------------------------|-----------------------|------------------|----------------------|---------------------|-----------------------------------|-----------------------------------|
| ALUMNI            | \$11,100                | \$497,675             | \$245,981        | \$0                  | \$170,871           | \$925,451                         | \$581,526                         |
| FRIENDS           | 6,424                   | 774,003               | 49,650           | 0                    | 132,102             | \$962,179                         | 690,760                           |
| PARENTS           | 0                       | 6,760                 | 100              | 0                    | 6,460               | \$13,320                          | 24,197                            |
| FOUNDATIONS       | 0                       | 64,257                | 12,240           | 0                    | 0                   | \$76,497                          | 201,856                           |
| ORGANIZATIONS     | 2,550                   | 98,236                | 370,592          | 0                    | 0                   | \$471,378                         | 344,215                           |
| BUSINESSES        | 1,735                   | 862,764               | 39,587           | 0                    | 503,700             | \$1,407,786                       | 476,074                           |
| <b>GIFT TOTAL</b> | <b>\$21,809</b>         | <b>\$2,303,695</b>    | <b>\$718,150</b> | <b>\$0</b>           | <b>\$813,133</b>    | <b>\$3,856,611</b>                | <b>\$2,318,628</b>                |

*\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.*

**DEFERRED GIFT COMMITMENTS**

|                | UNRESTRICTED<br>CURRENT | RESTRICTED<br>CURRENT | ENDOWMENT | GIFTS OF<br>PROPERTY | TOTAL 07/01/2024<br>TO 09/30/2024 | TOTAL 07/01/2023<br>TO 09/30/2023 |
|----------------|-------------------------|-----------------------|-----------|----------------------|-----------------------------------|-----------------------------------|
| DEFERRED GIFTS | 0                       | 0                     | 135,000   | 0                    | \$ 135,000                        | \$ 225,000                        |

*GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$78M*

*FY 25 TOTAL PLEDGES RECEIVED TO DATE: \$1,682,064*

|               | NUMBER OF<br>DONORS<br>7/1/2024<br>TO 09/30/2024 | NUMBER OF<br>DONORS<br>7/1/2023<br>TO 09/30/2023 |
|---------------|--|--|
| ALUMNI        | 2,995  | 2,568  |
| FRIENDS       | 6,523  | 6,114  |
| PARENTS       | 46   | 183  |
| FOUNDATIONS   | 15   | 13   |
| ORGANIZATIONS | 79   | 83   |
| BUSINESSES    | 175  | 329  |
| <b>TOTAL</b>  | <b>9,833</b>                                     | <b>9,290</b>                                     |



**THE OFFICE OF RESEARCH ADMINISTRATION  
ACTIVITY REPORT – FISCAL YEAR 2025 THROUGH AUGUST**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2025 through the month of August.

**PROJECT HIGHLIGHTS**

- **Michael Goerndt**, Associate Professor, and **William McClain**, Associate Professor of the School of Agricultural Science and Conservation and **Toby Dogwiler**, Director of the School of Earth, Environment and Sustainability, received **\$300,000** from the **US Department of Agriculture (National Institute of Food and Agriculture)** to study methods, challenges, sustainability and economics of establishing and managing silvopasture systems at the Missouri State University Shealy Farm property, a location ideally suited for establishment and study of silvopasture systems, as well as black walnut planting systems in collaboration with the University of Missouri Southwest Center.
- **Michael Orf**, Vice-Chancellor of the West Plains Campus, received **\$815,000** from the **Missouri Department of Higher Education** to address the need for veterinary technicians and veterinary assistants in the region by beginning the first program in south central Missouri designed to train individuals to work in a veterinary setting.
- **Mark Smith**, Dean of the McQueary College of Health and Human Services, received **\$1,600,000** from the **Missouri Department of Higher Education** to support the creation of a multi- and interdisciplinary educational training facility for mental health/health care programs at MSU.

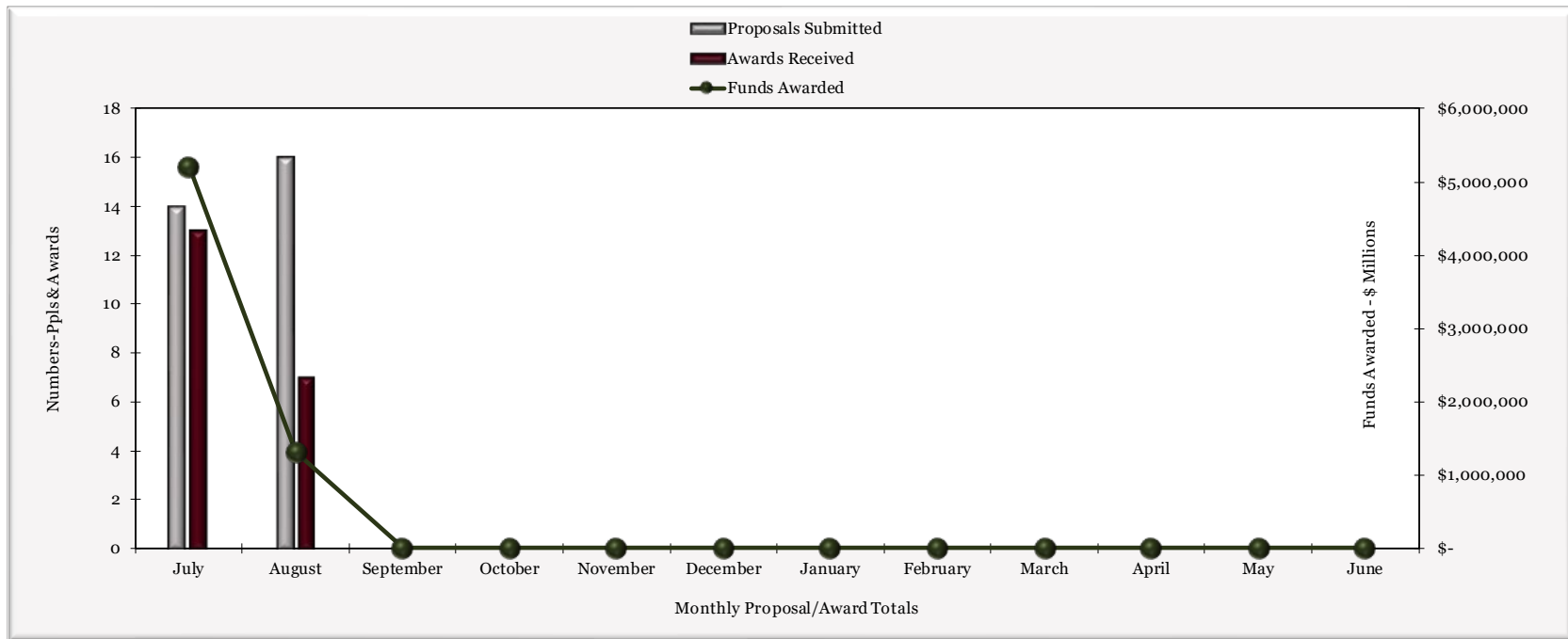
**RESULTS**

As of the end of August, the University has submitted 30 proposals for support of university-based projects. To date, 20 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 \$6.5 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year.

| Key Indicators             | Activity for FY 2025 | % Change from FY 2024 |
|----------------------------|----------------------|-----------------------|
| Proposals Submitted        | 30                   | -19%                  |
| Funds Requested            | \$11,373,471         | -29%                  |
| Named Investigators        | 31                   | 29%                   |
| Grants & Contracts Awarded | 20                   | 5%                    |
| Funds Awarded              | \$6,515,354          | -25%                  |

External funding activity so far in FY 2025:

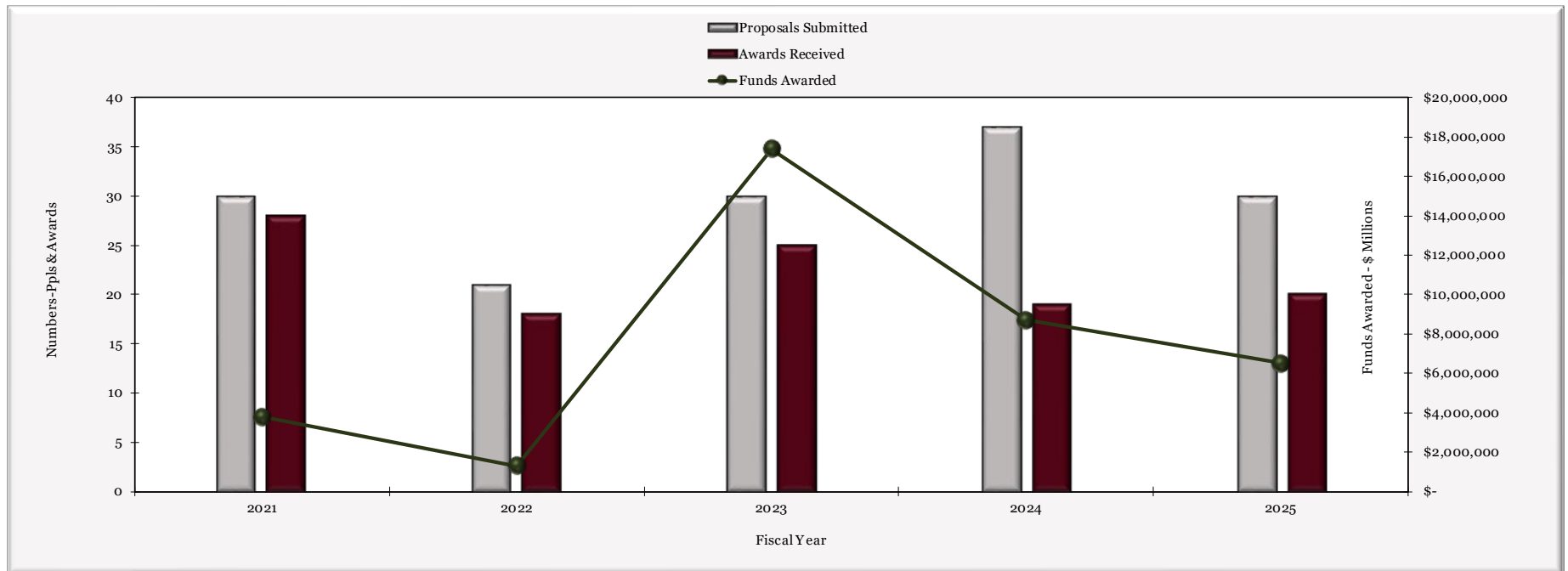
| Sponsored Program Activity FY 2025 |                     |                 |                     |
|------------------------------------|---------------------|-----------------|---------------------|
| Month                              | Proposals Submitted | Awards Received | Funds Awarded       |
| July                               | 14                  | 13              | \$ 5,202,166        |
| August                             | 16                  | 7               | \$ 1,313,188        |
| September                          | 0                   | 0               | \$ -                |
| October                            | 0                   | 0               | \$ -                |
| November                           | 0                   | 0               | \$ -                |
| December                           | 0                   | 0               | \$ -                |
| January                            | 0                   | 0               | \$ -                |
| February                           | 0                   | 0               | \$ -                |
| March                              | 0                   | 0               | \$ -                |
| April                              | 0                   | 0               | \$ -                |
| May                                | 0                   | 0               | \$ -                |
| June                               | 0                   | 0               | \$ -                |
| <b>Total</b>                       | <b>30</b>           | <b>20</b>       | <b>\$ 6,515,354</b> |





A comparison of activity over the last five years:

| Cumulative Sponsored Program Activity Through the Month of August (FY 2021 - FY 2025) |                     |                    |           |            |          |         |                |          |               |               |
|---|---------------------|--------------------|-----------|------------|----------|---------|----------------|----------|---------------|---------------|
| Fiscal Year   | Proposals Submitted | Number of Awards   |           |            |          |         |                |          | \$Millions    |               |
|   |                     | Education Training | Equipment | Facilities | Research | Service | Sustainability | Ttl Awds | Requested     | Awarded       |
| 2021  | 30                  | 15                 | 0         | 0          | 9        | 4       | 0              | 28       | \$ 7,893,135  | \$ 3,781,794  |
| 2022  | 21                  | 2                  | 1         | 0          | 8        | 7       | 0              | 18       | \$ 6,265,782  | \$ 1,289,476  |
| 2023  | 30                  | 10                 | 1         | 3          | 4        | 6       | 0              | 25       | \$ 14,594,940 | \$ 17,377,124 |
| 2024  | 37                  | 5                  | 0         | 0          | 8        | 6       | 0              | 19       | \$ 16,049,360 | \$ 8,688,182  |
| 2025  | 30                  | 8                  | 0         | 1          | 9        | 1       | 1              | 20       | \$ 11,373,471 | \$ 6,515,354  |



Grant and contract activity for FY 2025, through August:

| Missouri State University<br>FY 25 Grant/Contract Activity by Unit            |            |           |           |           |               |           |                     |             |           |                     |
|---|------------|-----------|-----------|-----------|---------------|-----------|---------------------|-------------|-----------|---------------------|
| Unit  | # Applying |           | # Awarded |           | Credit Share* |           |                     | Actual**    |           |                     |
|   | Staff      | Faculty   | Staff     | Faculty   | # Submitted   | # Awarded | \$ Awarded          | # Submitted | # Awarded | \$ Awarded          |
| ADMIN - Administrative Services   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CGP - Community & Global Partnerships   | 2          | 0         | 2         | 0         | 4             | 4         | \$ 88,500           | 2           | 2         | \$ 88,500           |
| CASE - Center for Applied Science & Engineering                               | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CBED - Center for Business & Economic Development                             | 2          | 0         | 1         | 0         | 2             | 1         | \$ 62,500           | 1           | 0         | \$ -                |
| ILTC - International Leadership & Training Center                             | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| JVTC - Jordan Valley Innovation Center  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| SBDC - Small Business Development Center                                      | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CNAS - College of Natural & Applied Sciences                                  | 0          | 17        | 0         | 8         | 19            | 8         | \$ 1,217,639        | 11          | 4         | \$ 808,677          |
| BSFS - Bull Shoals Field Station  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CRPM - Center for Resource Planning & Management                              | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| OEWR - Ozark Environmental Water Research Institute                           | 2          | 0         | 0         | 0         | 2             | 0         | \$ -                | 1           | 0         | \$ -                |
| COB - College of Business   | 0          | 1         | 0         | 1         | 1             | 1         | \$ 161,464          | 1           | 1         | \$ 161,464          |
| C-PRIME - Center for Project Innovation & Management Education                | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| COE - College of Education  | 2          | 4         | 0         | 4         | 6             | 4         | \$ 1,045,298        | 3           | 2         | \$ 854,463          |
| ATLL - Agency for Teaching, Leading and Learning                              | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CRE - Center for Rural Education  | 0          | 1         | 0         | 0         | 1             | 0         | \$ -                | 1           | 0         | \$ -                |
| IPT - Institute for Play Therapy  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| ISI - Institute for School Improvement  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| DCOAG - William H. Darr College of Agriculture                                | 0          | 1         | 0         | 2         | 1             | 2         | \$ 225,000          | 1           | 1         | \$ 300,000          |
| CGB - Center for Grapevine Biotechnology                                      | 1          | 1         | 0         | 1         | 2             | 1         | \$ 57,499           | 0           | 1         | \$ 57,499           |
| MVEC - Mid-America Viticulture & Enology Center                               | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 1           | 0         | \$ -                |
| EVP - Office of the Executive Vice President                                  | 0          | 0         | 0         | 1         | 0             | 1         | \$ 524,004          | 0           | 1         | \$ 524,004          |
| GRAD - Graduate College   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| INFO - Information Services   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| LIB - Libraries   | 0          | 1         | 0         | 0         | 1             | 0         | \$ -                | 1           | 0         | \$ -                |
| MCHHS - McQueary College of Health & Human Services                           | 0          | 1         | 1         | 3         | 1             | 5         | \$ 1,863,438        | 1           | 3         | \$ 1,815,730        |
| AHEC - Southwest Missouri Area Health Education Center                        | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| OPHI - Ozarks Public Health Institute   | 1          | 0         | 0         | 0         | 1             | 0         | \$ -                | 1           | 0         | \$ -                |
| RSTATS - RStats Institute   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| OIE - Office of Inclusive Engagement  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| PRES - Office of the President  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| PROV - Office of the Provost  | 0          | 0         | 1         | 0         | 0             | 1         | \$ 47,709           | 0           | 1         | \$ 954,175          |
| RCASH - Judith Enyeart Reynolds College of Arts, Social Sciences & Humanities | 0          | 1         | 0         | 4         | 1             | 4         | \$ 396,461          | 1           | 1         | \$ 125,000          |
| CAR - Berniece S. Warren Center for Archaeological Research                   | 0          | 1         | 0         | 1         | 4             | 2         | \$ 10,842           | 4           | 2         | \$ 10,842           |
| CDR - Center for Dispute Resolution   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CWCCC - Center for Writing in College, Career & Community                     | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| SA - Student Affairs  | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| CCE - Center for Community Engagement   | 0          | 0         | 0         | 0         | 0             | 0         | \$ -                | 0           | 0         | \$ -                |
| WP - West Plains Campus   | 0          | 0         | 1         | 0         | 0             | 1         | \$ 815,000          | 0           | 1         | \$ 815,000          |
| <b>TOTAL</b>  | <b>10</b>  | <b>29</b> | <b>6</b>  | <b>25</b> | <b>46</b>     | <b>35</b> | <b>\$ 6,515,354</b> | <b>30</b>   | <b>20</b> | <b>\$ 6,515,354</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.

## XII.A.

### **REPORT TO BOARD OF GOVERNORS ASSISTANT TO THE PRESIDENT FOR INCLUSIVE ENGAGEMENT October 2024**

#### **EVENTS**

- President Williams Welcome (Alumni)
  - St. Louis, July 29, 2024
  - Kansas City, August 21, 2024
- Help Give Hope Annual Community Fundraiser
- Alpha Phi Alpha Constitutional Convention (Chicago, IL)
- National Association Diversity Officers in Higher Education NADOHE (Seattle, WA)
- 38<sup>th</sup> Annual MSU Athletics Sneaker Soiree
- Springfield Police Department Academy, Recruit Engagement Panel
- NAACP, Springfield Health Committee Community Engagement Drive
- Good Morning Springfield
- Navi Lens Inclusive Springfield

#### **COLLABORATIONS/PARTNERSHIPS**

- DePaul University D & I structure and content
- DEI Roundtable
- Springfield-Greene County Park Board
  - Freedom Classroom 101
  - Greenbook
- Arvest Springfield, MO Board Meeting
- Washington Avenue Baptist Church, Pastor T. Tate
- Coppin State University
  - Exploration of a MOU and HBCU feeder into MSU
- OIE visit to West Plains, August 26, 2024, met with WP Administrative Council, Athletics and Academic Affairs personnel to learn more about what's happening in those areas and to determine ways the OIE can support the WP campus
- Arvest Opportunity Fund Advisory Board, Bentonville, AR
- Community Partnership of the OZARKS (MSU Inclusive Outreach)
- Juneteenth 2024 Planning Committee

## **INITIATIVES**

- Upward Bound/College Bound
- Inclusive Excellence Institute
- Community Partnership Enhancement
  - Jason England, President & CEO Arvest, Springfield
  - Dr. Amy Blansit, CEO Drew Lewis Foundation, Springfield
  - Doctor D'Andre Braddix, St. Louis Community College

## **MEDIA**

- Office of Inclusive Engagement
- Arvest Opportunity Fund Board press release announcing addition of Dr. Algerian Hart

## **ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT**

- Moderating a Democracy in Action Panel with History Museum on the Square: Panel discussion on education and the civic engagement concepts of citizenship, leadership, legacy, and service. Event scheduled for 2pm, Saturday, October 5<sup>th</sup> at the Historic Fox Theatre.
- Moderating Accessibility Panel Discussion. Panel conversation to provide information on current resources available both on campus and in the community. Discussion on pathways to build stronger collaboration between entities such as the Disability Resource Center, Empower: Abilities, the Arc of the Ozarks, and MSU faculty for the expressed purposes of supporting students.
- Hosting along with the OIE Fellow for Inclusive Excellence and Faculty Development. Ozark's Chatter Podcast season 3. Directors, administrators, and students discussing the value of inclusive excellence and engagement within their units and organizations and how they are working to build and maintain more inclusive and culturally competent spaces.
- Collaborative Student Mentorship Program: Professional development workshop for students that encourages intentional engagement, critical thinking, overcoming differences, and finding collaborative and inclusive solutions in various industry sectors. Mentors are faculty, industry professionals, and OIE.

## **PROGRAM DEVELOPMENT & INCLUSIVE ENGAGEMENT FELLOW – JULIA TROCHE**

- Conmigo Initiative: Program designed to increase visibility, accessibility, support, and foster a sense of community and belonging among Latinx and Hispanic students, staff, and faculty.

## **INCLUSIVE ENGAGEMENT LEADERSHIP FELLOW – JASON DeBODE**

- Inclusive Excellence Institute: The institute's aim is to create partnerships between MSU and the community to cultivate access, research, development, and training.

**Information Services Written Report for the MSU Board of Governors**  
**Jeff Coiner – Chief Information Officer**

Information Services is starting the 2024-25 school year with several significant projects. The new Brightspace Learning Management System, which has been in development for over a year, is now fully functional at both the Springfield and West Plains campuses. We are continuously enhancing its capabilities and exploring features that could benefit our students, faculty, and staff. Additionally, we are beginning to analyze the data available in Brightspace to identify insights that may be integrated into other initiatives, such as student success alerts.

The University's new Motorola Avigilon Video Management System is now operational on the Springfield campus and is being set up for the West Plains campus. This system consolidates video surveillance cameras from both locations into one platform, providing improved monitoring capabilities. It leverages artificial intelligence to highlight events that need attention from our University Safety Team and records videos of criminal activities that can be shared with law enforcement when necessary.

The design work for Cheek Hall's renovation, which started last year, continues. Two interrelated projects affecting our space and personnel in Cheek Hall are also underway. First, we are expanding office and workroom space in Meyer Library to centrally locate our User Support team in a more efficient and accessible space on campus. Second, we are decommissioning the data center in Cheek Hall and renovating a smaller room to house only essential network equipment. Servers and storage will be consolidated into our data center in the Telecommunications building next to Blair-Shannon and the Springfield Underground. The newly vacated space will become offices for the Information Services Team as part of the larger Cheek Hall renovation.

As part of the October National Cybersecurity Awareness Campaign, we are introducing new, mandatory training materials for all employees. These resources will also be available to students who wish to learn about identifying and preventing cybersecurity risks.

Furthermore, over 2000 mobile Bear Pass credentials are currently in use by faculty, students, and staff on the Springfield campus. These mobile Bear Passes can facilitate payments, like Apple or Google Pay, and provide building access and identification. The West Plains campus is piloting this system for eventual use in the Grizzly Lofts residence hall and other buildings, exemplifying coordinated technology efforts across the Missouri State University system.

Additional projects we are working on include:

- Coordinating efforts to replace Windows 10 operating systems before its end-of-support in October 2025.
- Collaborating with the Provost's Office to enhance our student success system.
- Partnering with Cox Health and Ozarks Technology College IT teams to develop a technology plan supporting the Alliance for Healthcare Education students that will start in Fall 2025 and future construction plans at the Cox North facility.

## XIV.A.

### Marketing and Communications Report Missouri State University Board of Governors October 18, 2024

MarCom updates since the June 21, 2024 meeting

Work has begun with SimpsonScarborough as we initiate a comprehensive perception study. Surveys were sent to prospective students, faculty, staff, current students and alumni starting the week of October 1. A brand metrics scorecard will be available on December 6. The comprehensive research report will be presented February 10, 2025.

The resulting data will be a critical driver in the new strategic plan.

#### **Web Strategy and Development (WSD)**

For the last several months, Director Corey Canada has been project managing the development of the website for The Alliance for Health Care Education for the partnership in conjunction with Mostly Serious, the agency selected to develop the website. The site is scheduled to go live the week of October 14.

The team created the [website for the strategic plan process](#) that launched in August. It's a living website that enables all constituencies to track the progress and engage when there are opportunities.

They are currently updating the Graduate College site and are starting on updates to the Provost's website.

Website metrics for third quarter are attached. We continue with positive outcomes and growth.

#### **Office of Strategic Communications**

The team kicked off the academic year with a partnership with Admissions to encourage applications and enrollment. Four undergraduate students will be creating content for social media accounts and acting as influencers on ZeeMee, a platform used by MSU admitted students.

Social media is very active. They have also been working with President Williams to assist in growing his social accounts.

Digital marketing continues to expand. Currently there are multiple campaigns running for Admissions, the College of Education and the McQueary College of Health and Human Services. There is also a new campaign promoting the Defense and Strategic Studies Masters and Doctorate programs.

They are also working on next year's Mind's Eye publication as well as the day-to-day stories.

#### **Video Marketing**

The team has been hard at work finalizing the latest version What's New at MSU which premieres at the October Board of Governor's meeting. There is much from last year to celebrate.

They have started working on videos for next year's Mind's Eye videos.

The team has also been capturing b-roll of President Williams for upcoming videos.

Throughout the year, they will be capturing moments during strategic plan development interactive workshops and meetings for use on the strategic plan website and in future videos.

Marketing and Communications Report  
Missouri State University Board of Governors  
October 18, 2024

**Creative Services**

The team has been busy working on fall projects like Homecoming, MarooNation Balls in Springfield and St. Louis, along with constant flow of admissions pieces.

Multiple magazines have gone to print including Advancements, MSU Magazine, the College of Business Magazine and the Reynolds College for Arts, Social Sciences and Humanities Magazine.

Photography has been very busy capturing exciting moments at fall athletics and gearing up for winter athletics. They are also documenting the strategic plan development process for the website and future use in print materials.



# Analytics recap







# Recent wins

## 2024 to date

### All sites

- Increased the accessibility score from 91 to 98/100
- Increased the SEO score from 80 to 91/100

### MCHHS

- 28.25% average increase in site engagement
- 57.77% average increase in CSD site engagement
- Increased the SEO score 76 to 92/100

### COB

- 140.97% increase in build.missouristate.edu engagement
- 97.29% increase in SOA engagement
- Increased the SEO score from 75 to 92/100

### CNAS

- 73.69% average increase in site engagement
- Increased the SEO score 76 to 90/100

### DOCAG

- 91.42% increase in site engagement
- Increased the SEO score from 79 to 92/100



# Q3 overview

## Overall site health remains consistent

- Site engagement by users remains stable with a 58.99% Q3 average.
- Overall metrics are up from Q2 which is expected with seasonal trends.
- 91/100 SEO score
- 98/100 Accessibility score
- 92/100 Best practices core
- 99/100 Web governance score

# 96

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**Overall site  
health score**

| Metric                    | July      | August    | September | Q3 Total / *Avg. | Change from Q2 |
|---------------------------|-----------|-----------|-----------|------------------|----------------|
| Overall Engagement Rate   | 60.21%    | 59.56%    | 57.19%    | 58.99%           | +5.76%         |
| Homepage engagement rate  | 59.38%    | 61.04%    | 57.62%    | 59.33%           | +5.76%         |
| Views                     | 1,633,535 | 2,407,953 | 2,100,422 | 6,141,910        | +23.89%        |
| Sessions                  | 575,884   | 955,935   | 858,351   | 2,390,170        | +15.53%        |
| Users                     | 315,790   | 383,554   | 409,420   | 1,108,764        | +5.81%         |
| New Users                 | 275,015   | 383,554   | 339,565   | 988,134          | +5.92%         |
| Events per user           | 21.34     | 27.76     | 25.36     | 24.82            | +11.29%        |
| Engaged sessions          | 346,727   | 539,340   | 490,872   | 1,376,939        | +22.19%        |
| Engaged sessions per user | 1.11      | 1.30      | 1.21      | 1.3              | +15.67%        |

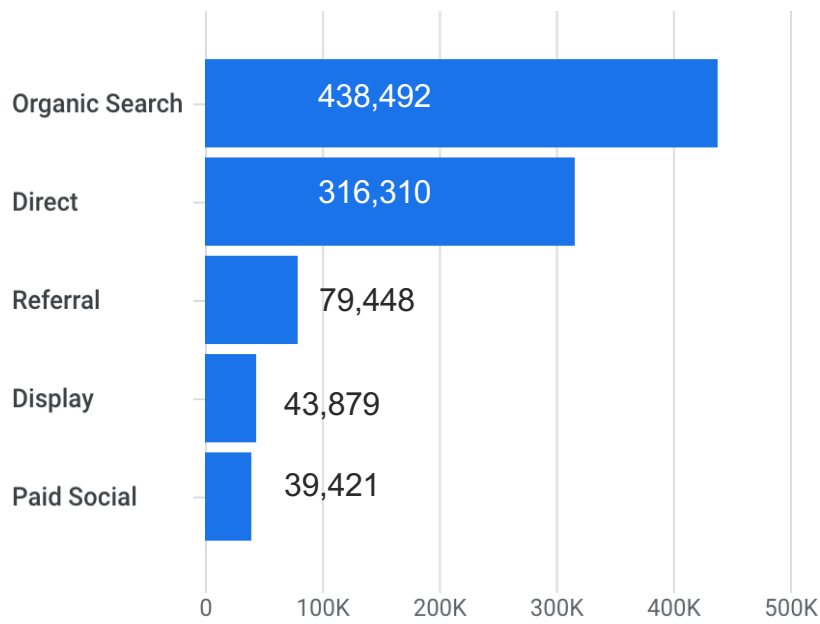


# Q3 traffic

## Organic search remains the top traffic driver

- Strong search engine visibility continues to drive engaged traffic
- Homepage CTAs are leading visitors to engage deeper into the site.
- Slate submissions remain consistent with seasonal patterns.

### Q3 Traffic Drivers



### Q3 Events

| Event name                        | Total users |
|-----------------------------------|-------------|
| 25% Scroll                        | 75,1542     |
| 50% Scroll                        | 593,338     |
| 75% Scroll                        | 441,998     |
| 90% Scroll                        | 324,096     |
| internal_link_clicks              | 288,333     |
| form_submit                       | 9,1636      |
| view_search_results               | 62,446      |
| homepage_cta                      | 17,600      |
| contact                           | 17,443      |
| slate_application_account_created | 6,213       |
| slate_form_submit                 | 6,117       |



# Q3 SEO

Page 1 keyword rankings took a slight dip while Search Engine Features increased. However total page 1 visibility remains steady at 54 total keywords and search engine result features.

- Specific program keywords continue display in top results.
- Content remains steady in meeting the primary objective of driving enrollment awareness and engagement.
- 12,608 AI optimizations by Brightedge
- 39,271 images optimized by Brightedge

| Keyword Rank        | Q3         |
|---------------------|------------|
| Page 1              | 36         |
| Page 2              | 34         |
| Page 3              | 29         |
| SERP features       | 18         |
| <b>Total</b>        | <b>117</b> |
| <b>Total Page 1</b> | <b>54</b>  |

SERP features appear on page 1

## Keywords

| Top branded                 | Top program                      |
|-----------------------------|----------------------------------|
| Missouri universities       | Defense and strategic studies    |
| Missouri State university   | Electronic arts degree           |
| Missouri colleges           | Wildlife conservation            |
| Colleges in Springfield     | Gerontology degree               |
| Missouri financial aid      | Master of science in kinesiology |
| Missouri State costs        | Audiology degree                 |
| Apply to Missouri State     | Degree in equine science         |
| Admissions Missouri State   | Audiology undergraduate          |
| Financial aid Missouri      | Economics minor                  |
| Majors at Missouri colleges | Theatre major                    |
| Missouri college majors     | Teaching certificate Missouri    |
| How to apply to colleges    | Forensic child psychology        |

## Top content

| July                | August              | September                 |
|---------------------|---------------------|---------------------------|
| Home                | Home                | Home                      |
| Majors and programs | Majors and programs | Majors and programs       |
| Academic calendar   | Discover MSU        | Apply for admission       |
| College of business | Apply for admission | Apply now                 |
| Apply for admission | Office of registrar | Discover MSU              |
| Apply now           | Academic calendar   | Dual credit               |
| Office of registrar | College of business | Scholarships for freshman |
| Future students     | Welcome weekend     | Future students           |
| Soar                | Future students     | Graduate applications     |



# Q3 Chatbot

## Questions answered continues to increase

- The percentage of answered reached an all-time high of 88% in September. This represents a 12% increase vs. this time 2023.
- Escalation to a human is up by 1%. While a minor increase, we will evaluate escalated questions and add to the knowledge base.
- Questions answered should stay stable as we continue optimize the chat bots AI functionaly.

### User topic engagement

|                 |     |  |     |
|-----------------|-----|--|-----|
| > Admission     | 869 |  | 25% |
| > Finaid        | 849 |  | 24% |
| > Chat          | 590 |  | 17% |
| > Academics     | 397 |  | 11% |
| > Billing       | 185 |  | 5%  |
| > Services      | 100 |  | 3%  |
| > International | 95  |  | 3%  |
| > Housing       | 71  |  | 2%  |
| > Coronavirus   | 59  |  | 2%  |
| > Fafsa         | 58  |  | 2%  |

### Engagement

#### Q3 totals

|                    |       |
|--------------------|-------|
| Contacts           | 2,665 |
| Escalated to human | 8.10% |
| Questions answered | 88%   |

## XV.A.

### **Chancellor's Report for Missouri State University-West Plains (MSU-WP)**

Over the past three months, Missouri State University-West Plains has experienced a series of notable achievements and events. The 2024 fall semester began with an official enrollment of 1,942 students, reflecting a 9% increase from the previous year. This growth spans several key areas, including a 14% rise in first-time freshmen, a 71% surge in transfer students, and a 22% increase in students utilizing the A+ Program, which supports affordable education for eligible students attending one of Missouri's two-year public colleges. Additionally, at the start of its second full year, the TJ Swift House ASCEND program, a transition assistance program for autistic students, expanded significantly from 5 to 22 participants.

The semester kicked off with Welcome Week, which saw participation from approximately 800 students. Events ranged from game nights to community engagement activities, culminating in the traditional New Student Convocation, where 148 students symbolically signed the "Book of Grizzlies," marking the start of their academic journey.

In terms of academic offerings, MSU-WP has made significant strides. The continued expansion of the nursing program's online LPN-to-RN bridge program has contributed to growth in the nursing field. Other associate degree programs seeing increased enrollment this year are business, health professions, and engineering technology.

The university's Grizzly athletics program has also expanded, playing a key role in boosting enrollment. Two new intercollegiate sports — baseball and rodeo — have been introduced, contributing to a 71% increase in transfer students. These additions have energized the student body, offering new opportunities for athletic participation while complementing the existing programs. This expansion aligns with the university's broader mission to foster community and provide diverse avenues for student involvement.

These new sports are expected to enhance the overall campus experience and contribute to the university's long-term growth and presence in the community.

This fall, MSU-WP is supported by a dedicated team of 40 full-time faculty members, 95 full-time staff members, and 90 per-course faculty. The campus also employs 70 student workers. Two additional employees are funded by the Springfield campus to support advancement activities. The average age of full-time employees is 48, with an average tenure of nearly 10 years.

Fall 2024 student demographics show that 61% of enrollees are from MSU-WP's seven-county service area, 31% come from other counties in Missouri, and 8% hail from 21 other U.S. states and 10 foreign countries. The university also partners with 23 area high schools, offering dual-credit courses in over 60 schools across Missouri, further expanding access to higher education.

Retention and completion rates remain a focal point. The fall-to-fall retention rate for full-time students is at 56% for the 2023-2024 academic year, aligning with the institution's goal. However, the three-year completion/transfer rate is slightly lower at 48%, with Pell-eligible students showing a 45.8% rate. MSU-WP has set a goal to reach a combined retention and completion rate of 57% by Fall 2024. Completion rates continue to be affected by the drop in enrollment during the pandemic, but an increase is expected in the coming year.

On the academic front, MSU-WP awarded 237 degrees and 31 certificates in fiscal year 2024, for a total of 268. While the three-year goal is 325 awards, progress continues steadily, with a post-pandemic increase expected next year. Notably, the nursing program remains a standout program, boasting an NCLEX-RN pass rate exceeding 90% for the fourth consecutive year. New programs, such as the Behavioral Health Assistant associate degree, are also gaining traction.

MSU-WP does face challenges, including growth-related issues in athletics, the need to transition grant-funded positions to permanent roles, and ongoing compliance with Fair Labor Standards Act (FLSA) regulations. Recruiting students — particularly non-traditional ones — continues to be a hurdle, as many opt for immediate employment over pursuing higher education.

Campus improvements and future initiatives are prominent in the university's plans. Among the highlights is the Gammill Hospital Simulation Lab, which enhances clinical opportunities for nursing students. The Grizzly Lofts, now home to all of the campus' 199 resident students, has become a hub for student life, offering dining services and various activities. Additionally, the Neurodiversity and Autism Center is under development and is set for completion by December 2024. This center will support the TJ Swift House ASCEND program and offer new academic programs focused on autism and paraprofessional training.

Looking ahead the rest of this academic year, the university is exploring the potential relocation of Garnett Library to another facility at the center of campus, transforming the current space into a community gathering place and cultural center in collaboration with local partners. A new Veterinary Tech program is also in development, with a planned launch in Fall 2026. Planned enhancements to the Wulff-Risner Agricultural Science Center will further support the Grizzly Rodeo and expand agricultural programs.

To end on a fun note, on the evening of October 7, the first ever concert offered by the Missouri State University-West Plains music program was held outside under darkening skies on the campus Commons between Hass-Darr Hall and Melton Hall. The pop concert was performed by the 50-plus members of the Community Band made up of college students, area high school students and their instructors, and other community members. An estimated 150 people attended. This is the startup year for the music program, being led by Rocky Long, the long-time and now retired band director at West Plains High School.

## XVI.A.

### **2025-2030 Strategic Planning Update**

President Williams has established a Strategic Planning Committee and given them a charge to develop a new plan that will guide the University from 2025-2030. Strategic planning events began at the Board of Governors' August 1-2, 2024, retreat and campus kickoff events were held September 30-October 4, 2024.

The University's current plan was intended to provide direction from 2021-2026. While that plan has provided meaningful guidance since it was adopted by the Board of Governors in 2021, the University is ready for a new plan that aligns with the opportunities ahead.

The new plan will be driven by input and feedback from faculty, staff, and students, as well as alumni, friends, community and business leaders, and other stakeholders. These groups will have opportunities throughout the year to engage in the process, which includes four phases:

1. September/October: The Strategic Planning Committee will collect input, review data, and identify the themes around which the plan will be organized. The committee will also review the University's vision, mission, and values statements. This phase includes small group discussions and an interactive workshop.
2. October-March: The Strategic Planning Committee will establish working groups that will identify goals, desired outcomes, and strategies. This phase includes two interactive workshops.
3. March-May: The Strategic Planning Committee will review and finalize the working groups' recommendations and present the plan to the President and the Board of Governors. This phase includes one interactive workshop.
4. May-July: The new plan will officially begin on July 1, 2025. Planning for implementation will begin after the spring semester ends.

The goal is for the process of developing the plan to be highly interactive and transparent. Kickoff events intentionally engaged students, faculty, staff, alumni and friends, emeriti, community and business leaders, and elected officials. Events included:

- An interactive workshop in which attendees discussed their vision of the University's future; the University's most important attributes from the perspective of a prospective student or donor; and the traditions, commitments, and places that unite the University.
- Eighteen small group sessions in which participants engaged in an interactive SWOT analysis and identified the things that make Missouri State unique.

Dr. John Welty, the consultant who is supporting the University's planning process, will analyze the information derived from these sessions and present it to the Strategic Planning Committee.



The committee will use the information to determine whether the University's vision, mission, and values need to be updated, and to identify goal areas around which the plan will ultimately develop.

XVI.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 58-24  
Approval of 2025 Officers for the  
Missouri State University Board of  
Governors

**WHEREAS**, Article III, Section 2 of the Bylaws of the Board of Governors (“Bylaws”), set forth at G1.01-3, provides that the Board of Governors “shall discuss selection of the Chair and Vice-Chair during the meeting held at the end of the summer semester each year for the purpose of succession planning”;

**WHEREAS**, such discussion was conducted on August 2, 2024, at the August Board of Governors retreat in accordance with Article III, Section 2; and

**WHEREAS**, Article III, Section 2 of the Bylaws also provides that, “The Chair, Vice-Chair, Secretary, and Treasurer shall be elected at the regular meeting of the Board held during the University’s homecoming festivities each year,” which meeting is scheduled for October 18, 2024; and

**WHEREAS**, Article III, Section 2 of the Bylaws furthermore provides that “Officers’ terms of office shall commence on the first day of January immediately following a Board election” and shall continue “until their successors’ terms commence, or until their earlier resignation, disqualification, death or removal from office.”

**NOW, THEREFORE, BE IT RESOLVED** that the 2025 Officers of the Missouri State University Board of Governors are:

Governor Tim Francka, Chair  
Governor Missy Gourley, Vice Chair  
Cindy Schull, Treasurer  
Rowena Stone, Secretary

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Lynn Parman  
Board Chair

Passed at meeting of  
October 18, 2024

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Rowena Stone  
Secretary to the Board

XVII.

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this regular meeting of the Board of Governors to consider items pursuant to the [revised statutes of the State of Missouri 610.021](#):

- 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(18). “Confidential or privileged communications between a public governmental body and its auditor,...”