Missouri State
UNIVERSITY

Board of Governors Executive Committee Meeting

Nov 18, 2026 4:00 PM CST

https://us02web.zoom.us/j/81625292731

I. Roll Call *Presented by: Govenor Melissa Gourley*

II. Approval of Minutes *Presented by: Governor Melissa Gourley*

II.A. Approval of Minutes of the Board of Governors Executive Committee Meeting of September 16, 2026

III. Athletics *Presented by: Patrick Ransdell, Athletics Director*

III.A. Approval of Employment Agreement for Joseph "Joey" Hawkins, Head Coach of the University's Intercollegiate Baseball Team

III.B. Approval of New Employment Agreement for Head Men's Soccer Coach Charles "Michael" Seabolt

IV. Finance *Presented by: Eric Schick, Chief Financial Officer*

IV.A. Approval of one-year agreement for Reinsurance (Stop Loss) for the Employee Group Medical Plan for Human Resources

IV.B. Approval of fifth renewal for Contract C7442-1 AMD-4 by Hillyard Incorporated, for the purchase of custodial supplies campus-wide

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

VI. Adjournment *Presented by: Governor Melissa Gourley*

II.A.

MINUTES OF THE
BOARD OF GOVERNORS EXECUTIVE COMMITTEE MEETING
MISSOURI STATE UNIVERSITY
WEDNESDAY, SEPTEMBER 16, 2026

The Executive Committee of the Board of Governors for Missouri State University held a meeting via Zoom webinar on Wednesday, September 16, 2026, with Governor Melissa Gourley, Chair of the Board, presiding. Governor Gourley called the meeting to order at 4:00 p.m.

Roll Call

Present – Melissa Gourley, Chair of the Board
Tim Francka, Committee Member
Travis Freeman, Committee Member
Jeff Schrag, Committee Member

Also present – Richard B. Williams, President
Jeff Coiner, Chief Information Officer
Mark Danes, Vice President for Marketing and Communications
Rachael Dockery, General Counsel and Vice President for Legal Affairs and Compliance
Brent Dunn, Vice President for University Advancement
Natalie McNish, Director of Internal Audit and Risk Management
Dawn Medley, Vice President for Enrollment Management
Matt Morris, Vice President for Administrative Services
Zora Mulligan, Chancellor of the West Plains Campus
Clarenda Phillips, Provost and Vice President for Academic Affairs
Eric Schick, Chief Financial Officer
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors

Approval of Minutes

Governor Gourley called for a motion to approve minutes of the April 15, 2026, Executive Committee meeting. Governor Jeff Schrag provided a motion, receiving a second from Governor Tim Francka.

Motion passed 4-0.

Community and Global Partnerships

Brad Bodenhausen, Vice President for Community and Global Partnerships, presented a resolution for Exclusion for Certain Directors, Officers, and LLC Member for Classified Contracts for the Department of Defense or the Government contracting activities (User Agencies) of the National Industrial Security Program (Miscellaneous No. 45-26) Governor Schrag provided a motion for approval, receiving a second from Governor Travis Freeman.

Motion passed 4-0.

Facilities and Equipment
Matt Morris, Vice President for Administrative Services, presented a resolution for approval of proposal and award of a contract to install a cooling tower and process piping in building 6 at Jordan Valley Innovation Center (Bids & Quotations No. 1644-26). Governor Francka provided a motion for approval, receiving a second from Governor Freeman.

Motion passed 4-0.

Mr. Morris presented a resolution for approval of bids and award of a contract to reinforce the KSMU Radio broadcast tower at Darr Agricultural Center (Bids & Quotations No. 1645-26). Governor Francka provided a motion for approval, receiving a second from Governor Schrag.

Motion passed 4-0.

Mr. Morris presented a resolution for approval of bids and award of a contract for the renovation of the east wing of McDonald Arena for a new football locker room and tunnel (Bids & Quotations No. 1646-26). Governor Francka provided a motion for approval, receiving a second from Governor Schrag.

Motion passed 4-0.

Marketing and Communications
President Richard B. Williams introduced Mark Danes, Vice President for Marketing and Communications. Mr. Danes introduced members of the Carnegie Higher Education team to lead a brand testing discussion with the Board. Board members participated in surveys and provided feedback to Carnegie.

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

Motion passed 4-0.

Meeting adjourned at 4:59 p.m.

_____
Melissa Gourley
Board Chair

Passed at the meeting of
November 18, 2026

_____
Rowena Stone
Secretary to the Board

III.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1820-26
Approval of Employment Agreement for Joseph "Joey" Hawkins, Head Coach of the University's intercollegiate baseball team

WHEREAS, the University desires to continue to employ Joseph "Joey" Hawkins ("Coach Hawkins") as the Head Coach of the University's intercollegiate baseball team, and Coach Hawkins desires to continue such employment through June 30, 2030; and

WHEREAS, a new Employment Agreement, attached hereto and incorporated herein as Exhibit A, has been negotiated with Coach Hawkins.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the employment of Coach Hawkins as its Head Coach of the University's intercollegiate baseball team and authorizes President Richard B. Williams to execute the attached Employment Agreement with Coach Hawkins on behalf of the University.

_____
Melissa Gourley
Board Chair

Passed at meeting of
November 18, 2026

_____
Rowena Stone
Secretary to the Board

Comments:

The Employment Agreement includes the following terms:

- **Term –** A term commencing on October 1, 2026, and continuing through June 30, 2030 (the "Term").
  - Automatic one (1) year extension for finishing conference season tied for fourth or better or for winning the conference tournament
  - Automatic one (1) year extension if a new Athletic Director is appointed during term

- **Base Salary –**
  - Contract Year 1 (October 1, 2026-June 30, 2027):
    - July 1, 2026-September 30, 2026: $148,920 (pro-rated)
    - October 1, 2026-June 30,2027: $180,000 (pro-rated)
  - Contract Year 2 (July 1, 2027-June 30, 2028): $185,000
  - Contract Year 3 (July 1, 2028-June 30, 2029): $200,000
  - Contract Year 4 (July 1, 2029-June 30, 2030): $210,000

- **Signing Bonus** -- $5/K year within 30 days of signing agreement

- **Retention Bonus** - $10K/year for Contract Years 2, 3 & 4

- **Achievement Payments** –

  - **Regular Season Conference Champions or Co-Champions.** In the event the Team finishes as regular season champions or co-champions in any Conference the University is part of during the Term, an additional Five Thousand Dollars ($5,000) will be paid to Coach Hawkins.

  - **Conference Post-Season Tournament.** In the event a post-season conference tournament is held, and the Team is champion of that tournament, an additional Five Thousand Dollars ($5,000) will be paid to Coach Hawkins.

  - **NCAA Post-Season Tournament.** In the event the Team is invited to appear in the NCAA post-season tournament, Coach Hawkins will be paid Five Thousand Dollars ($5,000). Moreover, Coach Hawkins will be paid an additional Two Thousand Five Hundred Dollars ($2,500) for each game won in the NCAA post-season tournament, unless the Team advances to the NCAA Super Regional, in which case Coach Hawkins will instead receive: Seven Thousand Five Dollars ($7,500) for advancing to the NCAA Super Regional; an additional Fifteen Thousand Dollars ($15,000) if the Team advances to the College World Series; an additional Twenty-Five Thousand Dollars ($25,000) if the Team advances to the NCAA College World Championship Series; and an additional Fifty Thousand Dollars ($50,000) if the Team wins the NCAA College World Series National Championship.

- **Academic Progress Rate ("APR").** Coach Hawkins will be paid the amount of Two Thousand Dollars ($2,000) for each year that the Team's NCAA calculated APR meets or exceeds the NCAA APR score of 985.

- **GPA.** Coach shall be paid the amount of Three Thousand Dollars ($3,000) for each academic year that the Team's cumulative GPA averages at 3.0 or greater (on a 4.0 scale), as calculated by the University.

- **Conference Coach of the Year.** In any year that Coach Hawkins is named the Conference Coach of the Year by the conference coaches or the conference media, he will be paid an additional Five Thousand Dollars ($5,000).

- **Win Versus Power 4 Conference Opponent.** In the event the Team defeats an opponent who is a member of a Power 4 Conference (i.e., ACC, Big 100, SEC, Big 12), Coach Hawkins shall receive an additional Five Hundred Dollars ($500.00) per game won.

- **Win Versus Top 25 Opponent.** In the event the Team defeats an opponent who, at the time of competition, is ranked in the Top 25 by D1Baseball, Baseball America and/or the USA Today Coaches Poll, Coach Hawkins shall receive additional Five Hundred Dollars ($500.00) per game won.

- **Attendance.** If, during the Term, the average attendance for the season is 1,000 or greater, Coach Hawkins shall receive an additional One Thousand Dollars ($1,000.00).

■ **Termination Without Cause –** If Coach Hawkins terminates the Agreement in order to accept another NCAA Division I head coaching position, he will pay the University liquidated damages as follows:

Period	Beginning Date	End Date	Coach Liquidated Buyout
1	Effective Date	June 30, 2027	$250,000 Buyout
2	July 1, 2027	June 30, 2028	$200,000 Buyout
3	July 1, 2028	June 30, 2029	$100,000 Buyout
4	July 1, 2029	June 30, 2030	$50,000 Buyout

However, if Coach Hawkins is assessed liquidated damages pursuant to the terms of this provision, and his immediate next employer executes a "home and home" men's basketball agreement with the University, the University will decrease by fifty percent (50%) the amount of liquidated damages due to the University.

- If the University terminates the Agreement without cause, it will pay Coach Hawkins a buyout equal to the remaining value of his Agreement.

III.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1821-26
Approval of New Employment Agreement for Head Men's Soccer Coach Charles "Michael" Seabolt

WHEREAS, the University desires to continue to employ Charles "Michael "Seabolt ("Coach Seabolt") the University's Head Men's Soccer Coach for a new term commencing on November 1, 2026 and concluding on December 31, 2029 ("Term"); and

WHEREAS, a new Employment Agreement, attached hereto and incorporated herein as Exhibit A, has been negotiated with Coach Seabolt

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the employment of Coach Seabolt as its Head Coach of Men's Soccer and authorizes President Richard B. Williams to execute the attached Employment Agreement with Coach Seabolt on behalf of the University.

_____
Melissa Gourley
Board Chair

Passed at meeting of
November 18, 2026

_____
Rowena Stone
Secretary to the Board

Comments:

The Employment Agreement includes the following terms:

- **Term –** A 38-month term commencing on November 1, 2026, and continuing through December 31, 2029 (the "Term").

  - **Extension Due to NCAA Post-Season Tournament Invitation.** Effective as of the 2027 season, if the Team is invited to compete in the NCAA Post-Season Tournament, Coach Seabolt's Term shall automatically be extended by one (1) additional year.

- **Base Salary**

  - Contract Year 1 (November 1, 2026-December 31, 2027): $95,000 annually
  - Contract Year 2 (January 1, 2028-December 31, 2028): $100,000
  - Contract Year 4 (January 1, 2029-December 31, 2029): $105,000
  - Additional $5K/year increases if extended beyond December 31, 2029

- **Signing Bonus** - $5,000 within 30 days of signing of Agreement

- **Retention Bonus** - $7,500 for Contract Year 1; $10K/year for Contract Years 2 & 3; $10K year if extended beyond Contract Year 3

- Achievement payments as outlined in Section 6(a) of the Employment Agreement:

  - **Academic Progress Rate ("APR").** Coach Seabolt shall be paid the amount of Two Thousand Five Hundred Dollars ($2,500) for each year, that the Team's NCAA calculated APR meets or exceeds an NCAA APR score of 985.

  - **GPA.** Coach Seabolt hall be paid the amount of Two Thousand Five Hundred Dollars ($2,500) for each academic year that the Team's cumulative GPA averages at 3.0 or greater (on a 4.0 scale), as calculated by the University.

  - **American Athletic Conference Championship or Co-Championship.** In the event that, the Team finishes a season as champion or co-champion of the American Athletic Conference ("AAC"), (or any other conference in which University's Team becomes a member), an additional Three Thousand Dollars ($3,000) will be paid to Coach Seabolt.

  - **AAC Post-Season Tournament Championship**. In any season that the Team wins the AAC's post-season tournament championship (or the post-season tournament championship of any other conference in which University's Team becomes a member), an additional Three Thousand Dollars ($3,000) will be paid to Coach Seabolt.

  - **NCAA Post-Season Championship Tournament**. In the event the Team is invited

to appear in the NCAA post-season tournament, Coach Seabolt will be paid Four Thousand Dollars ($4,000). Moreover, Coach Seabolt will be paid an additional Two Thousand Five Hundred ($2,500) for each round the team advances in the NCAA post-season tournament, unless the Team advances to the NCAA Final Four Round, in which case Coach Seabolt will receive $2,500 for each game the team advanced up until the final four and then an additional Ten Thousand Dollars ($10,000) if the Team advances to the NCAA Final Four Round; an additional Fifteen Thousand Dollars ($15,000) if the Team advances to the NCAA Championship game; and an additional Twenty-Five Thousand Dollars ($25,000) if the Team wins the NCAA College National Championship.).

- **AAC Coach of the Year.** In any year that Coach Seabolt is named the AAC Coach of the Year (or Coaching Staff of the Year by the conference coaches or the conference media (or for any other conference in which University's Team becomes a member), he will be paid an additional Three Thousand Dollars ($3,000).

- **Termination Without Cause** Either party may terminate the Agreement without cause, by paying the other party Liquidated Damages equal to the remaining value of this Agreement, provided that if less than one (1) year is remaining in the Term at the time of termination, the Liquidated Damages Amount will equal one (1) year's salary. Liquidated Damages will only be assessed against Coach Seabolt if he accepts another Division I head coaching position.

IV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PROCUREMENT CONTRACT NO. 12-26
Approval of one-year agreement for Reinsurance (Stop Loss) for the Employee Group Medical Plan for Human Resources

BE IT RESOLVED by the Board of Governors of Missouri State University that the proposal received from Tokio Marine HCC through Point C for Reinsurance (Stop Loss) be accepted, approved, and awarded. The total expenditure is One Million Eight Hundred Thirty-Eight Thousand Eighty-Eight and 24/100 dollars ($1,838,088.24), for January 1, 2027, through December 31, 2027.

BE IT FURTHER RESOLVED that this policy be paid from Insurance Medical Stop Loss 802000 052015 69516 062.

BE IT FURTHER RESOLVED that the Director of Procurement Services and University Procurement Services Buyer be authorized to sign the agreement with the contractor selected, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above budget, authorization is also provided to further sign agreements, amendments to existing agreements, and/or easements directly related to this agreement as long as the approved budget is not exceeded.

_____
Melissa Gourley
Board Chair

Passed at meeting of
November 18, 2026

_____
Rowena Stone
Secretary to the Board

COMMENTS:

The University's Employee Group Medical Plan is self-insured. Reinsurance (Stop Loss) coverage is obtained to set limitations on the University's exposure on a per covered life basis in excess of the agreed upon group specific deductible retention level of $325,000.00 for the 2026 policy year.

Additionally, the University utilizes an aggregating specific deductible which has been $300,000.00 for the 2026 policy year, for which the University must fund claims in excess of the group specific deductible, prior to claims being eligible for reimbursement. This amount can be met by one or multiple-covered lives whose claims exceed the specific deductible retention level during the contract period.

Last year, Point C recommended to accept the Tokio Marine HCC estimated proposal of $1,398,060.84 which equates to $1,361,453.04 utilizing this year's quoted enrollment, with a specific deductible of $325,000.00, and an aggregating specific deductible of $300,000.00. Tokio Marine HCC was the best option for calendar year 2026, and it accepted all participants at the $325,000.00 specific deductible level. This offer was a 20.7% cost increase compared to 2025.

Proposals for calendar year 2027 were received from one respondent, the incumbent Tokio Marine HCC. Five carriers that received the RFP declined to quote for various reasons but primarily related to lack of competitiveness based on the loss experience and the need to place numerous lasers. An additional two carriers that were subsequently engaged expressed the same sentiment.

Point C has recommended that the University accept Tokio Marine HCC's renewal proposal of $1,838,088.24, with the same specific deductible of $325,000 and aggregating specific of $300,000.
Included in the proposal are two lasers of $750,000 and $600,000, which creates an additional exposure to the University of $700,000. These two individuals were identified in the 2026 proposal as participants for whom a laser could apply for the 2027 policy year. No additional lasers have been placed by Tokio Marine HCC for the 2027 policy year, nor have any additional individuals been identified that could be lasered in the 2028 policy year. The proposal also includes a 2028 policy year renewal rate cap of no more than a 55% increase.

Acceptance of the Tokio Marine HCC proposal reflects an approximate 35% premium cost increase utilizing the quoted enrollment. Point C advises that based on the losses experienced by Tokio Marine HCC over the last several policy years, the general hardening of the stop loss market experienced this year and given the lack of other options available for consideration, that this offer be accepted. The contract period is from January 1, 2027, through December 31, 2027.

Coverage to be paid from Insurance Medical Stop Loss 802000 052015 69516 062.

IV.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PROCUREMENT CONTRACT NO. 13-26
Approval of fifth renewal for Contract C7442-1 AMD-4 by Hillyard Incorporated, for the purchase of custodial supplies campus-wide

BE IT RESOLVED by the Board of Governors of Missouri State University that the proposal from Hillyard Company in the amount of Four Hundred Fifty Eight Thousand Eight Hundred Fifty-Nine and 40/100 dollars (**$458,859.40)** for one year be accepted, approved, and awarded.

BE IT FURTHER RESOLVED that this renewal be paid from 50% Residence Life Custodial Supplies Buildings and Grounds H02007 192027 73202 201, and 50% Facilities Management Custodial Supplies Building and Grounds A02000 062018 73202 071.

BE IT FURTHER RESOLVED that the Director of Procurement Services and University Procurement Services Buyer be authorized to sign the agreement with the contractor selected, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement. With approval of the above budget, authorization is also provided to further sign agreements, amendments to existing agreements, and/or easements directly related to this agreement as long as the approved budget is not exceeded.

_____
Melissa Gourley
Board Chair

Passed at meeting of
November 18, 2026

_____
Rowena Stone
Secretary to the Board

COMMENTS:

Request approval of fifth renewal for Contract C7442-1 AMD-4 by Hillyard Incorporated, for the purchase of custodial supplies campus-wide.

Action is the fifth renewal for the contract term January 1, 2027, through December 31, 2027. This is the final University renewal available through December 31, 2027.

Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.

Contract is to be from 50% Residence Life Custodial Supplies Buildings and Grounds H02007 192027 73202 201, and 50% Facilities Management Custodial Supplies Building and Grounds A02000 062018 73202 071.

V.

BE IT RESOLVED by the Board of Governors for the Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this Executive Committee 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,..."