



Board of Governors Meeting
Plaster Student Union, Traywick Parliamentary Room 313
Thursday, 12/11/2025
1:00 - 5:00 PM CT

I. Roll Call *Presented By: Governor Tim Francka*

II. Approval of Minutes *Presented By: Governor Tim Francka*

A. Approval of the open and closed minutes of the Board of Governors Meeting of October 3, 2025

II.A. Open minutes of the Board of Governors meeting of October 3, 2025 - Page 4

III. Consent Agenda *Presented By: Governor Tim Francka*

A. Facilities and Equipment

1. Approval of Activity Report for the month of October 2025

III.A.1. Approval of Activity Report for the month of October 2025 - Page 9

2. Approval of Activity Report for the month of November 2025

III.A.2. Approval of Activity Report for the month of November 2025 - Page 11

3. Approval of Property Donation and Authorization to Execute Agreement with the City of Springfield for the Birthplace of Route 66 Plaza Project

III.A.3. Approval of Property Donation and Authorization to Execute Agreement with the City of SGF for the Birthplace of Route 66 Plaza Project - Page 14

B. Human Resources

1. Approval of Actions Concerning Academic Employees

III.B.1. Approval of Actions Concerning Academic Employees - Page 16

2. Approval of Actions Concerning Nonacademic Employees

III.B.2. Approval of Actions Concerning Nonacademic Employees - Page 27

C. President

1. Approval of Employment Agreements for University Athletics

III.C.1. Approval of Employment Agreement for Mr. Joseph Joey Hawkins, Head Coach of the university's intercollegiate baseball team - Page 37

D. Procurement and Financial

1. Approval of Revision to G8.04 Investment Policy and G8.09 Operating Funds Cash Reserves Policy

III.D.1. Approval of Revisions to G8.04 Investment Policy and G8.09 Operating Funds Cash Reserves Policy - Page 42

2. Approval of Procurement Activity Report

III.D.2. Approval of Procurement Activity Report - Page 49

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

2. Approval of Actions Concerning Nonacademic Employees

IV. Making Our Missouri Statement - Citizen Scholar Awards *Presented By: Dr. Dee Siscoe, Vice President for Student Affairs*

A. Approval of a Resolution to Acknowledge the Board of Governors Citizen Scholar Award Recipients

V. Committee Reports

A. Executive Committee *Presented By: Governor Tim Francka*

B. Risk Management and Audit Committee *Presented By: Governor Melissa Gourley*

C. Finance and Facilities Committee *Presented By: Governor Travis Freeman*

D. Programs and Planning Committee *Presented By: Governor Ann Kampeter*

VI. President's Report *Presented By: President Richard B. Williams*

A. December Commencement Overview

B. University Update

VII. West Plains Campus

A. Chancellor's Report *Presented By: Zora Mulligan, Chancellor of the West Plains Campus*

VIII. Enrollment Management

A. Enrollment Update *Presented By: Dr. Dawn Medley, Vice President for Enrollment Management*

IX. Academic Affairs *Presented By: Dr. Clarendia Phillips, Provost and Vice President for Academic Affairs*

A. Alliance for Healthcare Education Update *Presented By: Dr. Mark Smith, Dean of the McQuerry College of Health and Human Services*

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

X. Staff Senate

A. Staff Senate Report *Presented By: Phil Bridges, Chair of Staff Senate*

XI. Student Affairs

A. Student Body Report *Presented By: Collin Chastain, Student Body President*

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

XII. Athletics

A. Athletics Update *Presented By: Patrick Ransdell, Director of Athletics*

XIII. Community and Global Partnerships

- A. Sponsored Research Report (written report) *Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships*
XIII.A. Sponsored Research Report - FY2025 - Page 72

XIV. Information Services

- A. Information Services Report (written report) *Presented By: Jeff Coiner, Chief Information Officer*
XIV.A. Information Services Report - Page 79

XV. Marketing and Communications

- A. Marketing and Communications Report (written report) *Presented By: Andrea Mostyn, Interim Vice President for Marketing and Communications*
XV.A. Marketing and Communication Report - Page 81

XVI. University Advancement

- A. Development Report (written report) *Presented By: Brent Dunn, Vice President for University Advancement*
XVI.A. Development Report - Page 92

XVII. New Business

- A. Approval of the 2026 Executive Committee of the Board of Governors
Presented By: Governor Melissa Gourley
XVII.A. Approval of Appointments to the 2026 Executive Committee of the Board of Governors - Page 96
- B. Announcement of 2026 Board Committee Appointments *Presented By: Governor Melissa Gourley*

- XVIII. Resolution Authorizing Closed Meeting, Pursuant to the Revised Statutes of the State of Missouri 610.021
XVIII. Closed Meeting Resolution - Page 97

- XIX. Adjournment *Presented By: Governor Tim Francka*

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, OCTOBER 3, 2025**

The Board of Governors for Missouri State University held a meeting in the Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Friday, October 3, 2025, with Governor Tim Francka, Chair of the Board of Governors, presiding. Governor Francka called the meeting to order at 8:30 a.m.

Roll Call

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

Also present – Richard B. Williams, President
Jamie Birch, Chief of Staff and Assistant to the President for Government Relations
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
Natalie McNish, Director of Internal Audit and Risk Management
Dawn Medley, Vice President for Enrollment Management
Matt Morris, Vice President for Administration and Finance
Zora Mulligan, Chancellor of the West Plains Campus
Clarenda Phillips, Provost and Vice President for Academic Affairs
Patrick Ransdell, Director of Athletics
Dee Siscoe, Vice President for Student Affairs
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 Board of Governors retreat of August 7-8, 2025. Governor Travis Freeman provided a motion for approval, receiving a second from Governor Melissa Gourley.

Motion passed 8-0.

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:

Facilities and Equipment

Approval of bids and award of a contract to renovate suite 113 at Carrington Hall (Bids & Quotations No. 1635-25)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources 1797-25)

Approval of Actions Concerning Nonacademic Employees (Human Resources 1798-25)

President

Approval of Employment Agreements for University Athletics (Human Resources 1799-25)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report 548-25)

West Plains Campus

Approval of New Academic Program – Associate of Applied Science in Veterinary Technology (West Plains Curriculum No. 110-25)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 515-25)

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

Motion passed 8-0.

Making Our Missouri Statement – Peace Corps Prep

Dr. Alan Tinkler, Department Head of English and Peace Corp Prep Committee Member, provided a presentation on the Peace Corps Prep Program. Highlights of his report included alignment of the program with the university's strategic plan, specific student experiences, certificate requirements, program numbers, university supporters and Peace Corps Prep committee members, and benefits of the program to the university and students.

Committee Reports

Governor Francka reported out on the September 17, 2025, Executive Committee meeting.

Governor Gourley reported out on the October 2, 2025, Risk Management and Audit Committee meeting.

Governor Freeman reported out on the October 2, 2025, Finance and Facilities Committee meeting.

Governor Kampeter reported out on the October 2, 2025, Programs and Planning Committee meeting.

President's Report

President Richard B. Williams reviewed the university's 2026 legislative agenda that includes:

- Increasing the university's core operating funding
- Funding in support of a capital improvement project for McDonald Area
- MoExcels funding to increase Doctorates of Psychology/Mental Health Professionals
- Increasing income eligibility for Fast Track Scholarships

President Williams presented two walk-on resolutions for approval. The Bronze Bear Award recognizes extraordinary achievement and outstanding support for the university. The Government Excellence Award

is presented to a current or former government official who has taken significant action to demonstrate commitment to the university.

He recommended approval to award the 2025 Bronze Bear Award to William “Bill” Rowe (Awards No. 120-25) for his support of Missouri State University. Governor Jeff Schrag provided a motion for approval, receiving a second from Governor Chris Waters.

Motion passed 8-0.

President Williams recommended approval to award the 2025 Government Excellence Award to Missouri Senator Sandy Crawford (Awards No. 121-25). Governor Anson Elliott provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

President Williams shared information on university events that have taken place since the beginning of the academic year. He shared information on the launch of the 2025-2030 Strategic Plan: Igniting Opportunity, Welcome Week and Bear Bash, alumni events, Pride Band reunion, Missouri State Fair, Missouri Public Affairs Hall of Fame, Springfield Public Schools kick-off, Blunt Hall Dedication, ceremonial signing of the degree authorization bill, Party in the Conference USA, student dinners, and the first home FBS football game. President Williams concluded his report by sharing the What’s New at MSU video.

Academic Affairs

Dr. Clarendia Phillips, Provost and Vice President for Academic Affairs, provided an update for Academic Affairs. Highlights of her report included initiatives that connect to each goal of the university’s strategic plan and research that will be highlighted in the upcoming edition of Mind’s Eye, an in-house publication of research at the university.

Mike Foster, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of his report included details from the September and October Faculty Senate sessions and reports from committees. He shared additional information on committees, work groups, reorganization of the constitution and bylaws of Faculty Senate, and initiatives to support the Bear Pantry, the university’s food pantry that serves students, faculty, and staff.

Enrollment Report

Dr. Dawn Medley, Vice President for Enrollment Management, provided an enrollment update. Highlights of her report included data on headcount by student level, first-time status, residency, and degree seeking status and revenues generated per student after institutional discounts.

Staff Senate

Phil Bridges, Chair of Staff Senate, provided an update on happenings of Staff Senate. Highlights of his report included information on the membership of Staff Senate with representation from each university division, expanding communication, and collaboration efforts with Faculty Senate and Student Government Association.

Student Affairs

Collin Chastain, Student Body President provided an update on happenings of the student body. Highlights of his report included work completed during the summer, information on work completed since the start

of the semester, annual administrator banquet, and platform initiatives of financial, academic, and community services.

Mary Ann Wood, Director of Public Affairs Support, introduced Dr. Yating Liang, Public Affairs Fellow and Conference Chair, to discuss the 2025-2026 Public Affairs Conference: *Resilient People, Resilient Future*. Dr. Liang's report highlighted conference sessions, attendance numbers, survey responses, and testimonials from attendees.

A break was observed from 10:05 a.m. – 10:20 p.m.

Dr. Dee Siscoe, Vice President for Student Affairs, provided an update on happenings of the Division of Student Affairs. Highlights of her report included information on the student experience for the start of the semester and a video of welcome weekend activities and events.

Athletics

Patrick Ransdell, Director of Athletics, provided an update on athletics. Highlights of his report included current standings for teams, upcoming games, and data on increased attendance, viewership, and social media reach.

West Plains Campus

Zora Mulligan, Chancellor of the West Plains Campus, provided an update on happenings of the West Plains Campus. Highlights of her report included remembrance of Dr. Marvin Looney, progress on 2025-26 goals, active partnerships with the Springfield campus, and information on welcome week and upcoming events.

Old Business

Jamie Birch, Chief of Staff and Assistant to the President for Governmental Relations, provided an update on implementation of the 2025-2030 Strategic Plan: Igniting Opportunity. Highlights of her report included information on recent progress, strategy working group leaders, specific plan initiatives, work plans and software, plan details and budget, reporting, and next steps.

New Business

Governor Francka presented a walk-on resolution for approval of the 2026 Officers for the Missouri State University Board of Governors (Administration No. 59-25). Governor Lynn Parman made a motion recommending Governor Melissa Gourley as Chair and Governor Travis Freeman as Vice-Chair. Governor Waters provided a second.

Motion passed 8-0.

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 regular meeting 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...”

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

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

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

A 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 11:08 a.m. to go into closed session.

The open meeting reconvened at 12:54 p.m.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 12:55 p.m.

Tim Francka
Board Chair

Approved at the meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 341-25
Approval of Activity Report for
the month of October 2025

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of October 2025, as presented by Planning, Design and Construction, be accepted and approved.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

October 2025

This report documents activities managed by Planning, Design and Construction for the month of October 2025. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

October 13, 2025

**Athletics Master Plan, Phase III,
Springfield Campus**

With approval, a contract was signed with Cannon Design, Inc. for professional services in conjunction with the athletics master plan on the Springfield Campus. Cannon Design, Inc. was the firm selected for this project due to past knowledge and experience with similar projects. The consultant will provide special services for predesign/master planning.

The not-to-exceed fee for the consultant's work is \$245,350.00. This project will be funded by the Foundation-Restricted (\$245,350.00) budget.

III.A.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 342-25
Approval of Activity Report for
the month of November 2025

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of November 2025, as presented by Planning, Design and Construction, be accepted and approved.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

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

It is recommended that the attached report be accepted.

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

November 2025

This report documents activities managed by Planning, Design and Construction for the month of November 2025. The projects listed here are greater than or equal to \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

November 18, 2025

**Partial Renovation of Second Floor,
Kings Street Annex**

**Project Budget
\$205,000.00**

A proposal was received for a partial renovation of the second floor at Kings Street Annex. Upon approval, a notice to proceed was issued to Bales Construction Company, Inc. in the amount of \$116,111.00.

The proposal received on this project is as follows:

Contractor	Proposal
Bales Construction Company, Inc.	\$116,111.00

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$0.00
Construction Contracts	\$116,111.00
Other Construction Costs	\$27,348.00
Project Administration	\$11,600.00
Construction Contingency	\$24,941.00
Furniture, Fixtures, and Equipment	\$20,000.00
Telecommunications	\$5,000.00
Relocation Costs	\$0.00
Total Project Budget	\$205,000.00

This project includes new ceilings, lights, paint, and flooring on the second floor in rooms 219, 220, 221 and 222. Other construction costs include installation of a VAV system. Work is scheduled to be completed during the spring 2026 semester.

This project will be paid from the Kings Street 2nd Floor Renovation budget funded by remaining funds from the Kings Street Annex Renovation (\$115,000.00) budget and Health and Human Services Administration – Non-Operating (\$90,000.00) budget.

**Replace Roof and Air Handling Units,
Greenwood Laboratory School**

With approval, a contract will be signed with Esterly Schneider & Associates, Inc. for professional services in conjunction with the roof and air handling units replacement at Greenwood Laboratory School. Esterly Schneider & Associates, Inc. was the firm selected for this project due to past knowledge and experience with similar projects. The consultant will provide limited design services, from schematic design through post-construction.

The not-to-exceed fee for the consultant's work is \$205,000.00. This project will be paid from the Greenwood Roof & Air Handling budget funded by the Operating Maintenance & Repair (\$205,000.00) budget.

III.A.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 489-25
Approval of Property Donation and
Authorization to Execute Agreement
with the City of Springfield for the
Birthplace of Route 66 Plaza Project

WHEREAS, Missouri State University is the owner of real property located at 216 South Jefferson Avenue, Springfield, Missouri, including a parking lot adjacent to the historic site where, on April 30, 1926, a telegram was sent officially naming U.S. Route 66; and

WHEREAS, the City of Springfield, in partnership with the Rotary Club of Springfield, seeks to commemorate this significant event in American transportation history through the construction of a public plaza to be known as the Birthplace of Route 66 Plaza; and

WHEREAS, Missouri State University desires to donate approximately 2,630 square feet of property from its existing parking lot to the City for the construction of said Plaza; and

WHEREAS, in consideration of this donation, the City and the Rotary Club will (a) remove the existing driveway on South Jefferson Avenue and construct a new driveway providing access to the university parking lot from McDaniel Street and (b) repair, reseal, and restripe the remaining university parking lot following construction activities. The estimated value of construction is Twenty-Five Thousand Dollars (\$25,000);, and

WHEREAS, this donation was approved by the Springfield Planning and Zoning Commission on November 6, 2025, and subsequently approved by the Springfield City Council;

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the university donate approximately 2,630 square feet of property located at 216 South Jefferson Avenue to the City of Springfield for construction of the Birthplace of Route 66 Plaza, in exchange for the City's agreement to construct a relocated driveway providing access from McDaniel Street and to repair, reseal, and restripe the remaining University parking lot.

BE IT FURTHER RESOLVED that the Vice President for Administration and Finance be authorized to execute the Agreement for Property Donation and Construction of the Birthplace of Route 66 Plaza, and to perform those acts necessary to carry out and complete the contemplated transaction.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

This agreement provides a mutually beneficial exchange of property and infrastructure improvements. In consideration of the university's property donation, the City will relocate the driveway into the parking lot (valued at \$25,000) and complete repair, resealing, and restriping of the remaining parking lot areas.

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

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1800-25
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.

(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>
Marlin Barber	Senior Instructor History	01/31/26

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Sean Newton	Associate Professor School of Health Care Professions (12-month appointment)	01/31/26
Kerri Tassin	Associate Professor School of Accountancy	01/31/26
Thomas Kane	Professor School of Mental Health & Behavioral Sciences	05/31/26
John Turner	Senior Instructor English	05/31/26
Tamera Jahnke	Dean College of Natural & Applied Science Professor Chemistry & Biochemistry	06/30/26
Julie Gallaway	Senior Instructor Finance, Economics & Risk Management	07/31/26

Judith John	Professor English	07/31/26
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Steven Jones	Professor School of Special Ed, Leadership & Professional Studies	07/31/26
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NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Travis Seay	Assistant Professor History	07/31/26

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Fan Zhou	Senior Instructor Mathematics	10/13/25 01/05/26

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Allison Adler	Assistant Professor Physical Therapy From: \$87,600 annually To: \$89,600 annually	Salary Adjustment	07/01/25

Debbie Horine	From: Assistant Professor School of Nursing To: Clinical Assistant Professor School of Nursing	Status Change	08/11/25
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Gary Webb	From: Professor School of Agricultural Science & Conservation To: Faculty Emeritus School of Agricultural Science & Conservation	Status Change	01/01/26
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Sean Newton	From: Associate Professor School of Health Care Professions To: Faculty Emeritus School of Health Care Professions	Status Change	02/01/26
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Academic Personnel Board Actions, cont'd.

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Kerri Tassin	From: Associate Professor School of Accountancy To: Faculty Emeritus School of Accountancy	Status Change	02/01/26
Tamera Jahnke	From: Dean College of Natural & Applied Sciences Professor Chemistry & Biochemistry To: Faculty Emeritus Chemistry & Biochemistry	Status Change	07/01/26
Julie Gallaway	From: Senior Instructor Finance, Economics & Risk Management To: Faculty Emeritus Finance, Economics & Risk Management	Status Change	08/01/26

Tim Francka
Board Chair

Passed at the meeting of
December 11, 2025

Rowena Stone
Board Secretary

ADDENDUM A

The following have been appointed as Per Course Faculty for the fall semester: August 11, 2025 through December 12, 2025.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Anderson, Lindsey	College of Agriculture	\$500.00
Arciniegas, Guillermo	Languages Cultures & Religions	\$4,968.00
Arias, Sebastian	Music	\$1,648.00
Armstrong, Barrington	Foreign Language Institute	\$1,100.00
Barnes, Ruth	Honors College	\$3,200.00
Berman, Ilan	Defense & Strategic Studies	\$8,500.00
Biagioni, Richard	Chemistry & Biochemistry	\$4,830.00
Buchanan, Erin	Honors College	\$1,300.00
Cantrell, Jena	Music	\$4,413.00
Dalbom, Clinton	College of Agriculture	\$2,000.00
Eastman, Erich	Music	\$2,467.00
Elkins, Kenneth	Honors College	\$2,400.00
Embree, David	Languages Cultures & Religions	\$2,850.00
Gentile, Federica Wanda	Foreign Language Institute	\$3,298.00
Grapes, Kailey	School-Teaching Learn & Develop Sci	\$2,200.00
Guo, Dongsheng	Foreign Language Institute	\$850.00
Hobbs, Lora	Languages Cultures & Religions	\$3,692.00
Jo, Yoojin	Languages Cultures & Religions	\$2,484.00
Liu, Fan	Foreign Language Institute	\$2,448.00
Moon, Jung Hyun	Foreign Language Institute	\$4,048.00
Olson, Stevan	School of Accounting	\$2,094.00
Post, Rana	School-Teaching Learn & Develop Sci	\$2,445.00
Preston, James	Schl of Hospitality & Agri Ldrs	\$3,450.00
Razumov, Stanley	Foreign Language Institute	\$2,448.00
Riddle, Terry	Schl of Hospitality & Agri Ldrs	\$2,000.00
Riggs, Gaige	Physics Astronomy & Materials Sci	\$4,526.00
Salloum, Georget	Foreign Language Institute	\$3,548.00
Schuldenzucker, Sarah	Foreign Language Institute	\$2,448.00
Stoops, Jennifer	Languages Cultures & Religions	\$2,484.00
Weiss, Kristen	Music	\$874.00
Wilson, Joseph	Music	\$4,747.00
Young, Emily	Music	\$700.00

The following have been appointed as Per Course Faculty for the spring semester: January 5, 2026 through May 8, 2026.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arciniegas, Guillermo	Languages Cultures & Religions	\$4,968.00
Arnold, Kaylin	English	\$4,968.00
Barnes, Jessica	History	\$2,700.00
Bartz, Gates	Art & Design	\$7,344.00
Belle, Carla	History	\$5,400.00
Booth, Heather	Languages Cultures & Religions	\$3,312.00
Cabral, Omar	Languages Cultures & Religions	\$2,484.00
Cafagna, Marcus	English	\$7,245.00
Claunch, Darrell	Art & Design	\$2,448.00
Conley, Patrick	History	\$5,400.00
Crandell, Dale	Technology & Construction Mgmt	\$4,000.00
Djordjevic, Vladan	Art & Design	\$2,784.00
Fitzgibbons, Sean	Art & Design	\$2,784.00
Hill, David	History	\$6,000.00
Hisle, Melissa	English	\$6,168.00
Hogan, Joy	School of Health Sciences	\$798.00
Jefferson, Karissa	Art & Design	\$4,896.00
Jo, Yoojin	Languages Cultures & Religions	\$4,968.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,484.00
Kelley, Justin	History	\$5,400.00
Kepling, Vicke	English	\$5,100.00
Kessinger, Kristin	History	\$5,400.00
Lallathin, Daniel	Technology & Construction Mgmt	\$3,000.00
LaPage, William	English	\$2,484.00
Lewis, Sarah	English	\$4,968.00
Malloy, Alyssa	Comm Media Journalism & Film	\$5,568.00
May, Kylee	History	\$4,968.00
McCune, Kaylyn	Art & Design	\$2,448.00
Miller, Kyle	History	\$5,400.00
Morris-Owens, Maggie	English	\$2,484.00
Mulvenon, James	Art & Design	\$2,448.00
Northrip-Rivera, Angelia	English	\$5,100.00
Opitz, Matthew	History	\$5,400.00
Pervukhin, Eric	Art & Design	\$4,200.00
Reynolds, Todd	Art & Design	\$6,324.00
Rice, Judith	History	\$6,000.00
Rutherford, James	Art & Design	\$2,448.00

Academic Personnel Board Actions, cont'd.

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Ryder, Christina	Sociology Anthropology & Gerontology	\$3,000.00
Simpson, Ashley	History	\$5,400.00
Snedden, Anna	History	\$5,400.00
Thomas, Matthew	Art & Design	\$4,896.00
Wagler, Justin	Art & Design	\$5,508.00
Walker, William	English	\$2,484.00
Williams, Vinita	Art & Design	\$6,090.00
Woody, Chad	Art & Design	\$2,784.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 2, 2025 through July 25, 2025

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Fearing, Cory	Greenwood Lab School	\$8,190.00
Jones, Adena	Psychology	\$5,900.00
Mirza, Babur	Biology	\$6,853.00
Norton, Ginney	School-Spec Ed Ldrshp Prof Studies	\$6,000.00
Walters, Heather	Greenwood Lab School	\$1,620.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aho, Kyle	Music	\$8,883.00
Albritton, Michael	Information Tech & Cybersecurity	\$4,178.00
Argyle, Deidre	Art & Design	\$5,145.00
Assmann, Ira	School-Mental Health & Behavior Sci	\$2,445.00
Austin, Rebekah	Information Tech & Cybersecurity	\$8,059.00
Balasundaram, Gautam	Information Tech & Cybersecurity	\$3,000.00
Barudzic, Nina	Honors College	\$2,400.00
Boyle, Michael	Honors College	\$4,800.00
Bryant, Emery	School of Health Sciences	\$2,688.00
Buyurgan, Nebil	Construction Design & Project Mgmt	\$9,352.00
	Information Tech & Cybersecurity	\$9,500.00
Chapman, Carol	Music	\$2,654.00
Cox, Nora	Honors College	\$2,400.00
Daniel, Todd	Information Tech & Cybersecurity	\$4,061.00
Davis, Joshua	Information Tech & Cybersecurity	\$9,500.00
Derrick, Laura	Construction Design & Project Mgmt	\$3,000.00
Elsman, Karen	Information Tech & Cybersecurity	\$7,390.00
Foster, Jeffrey	Graduate College	\$5,000.00
Frizell, Michael	Honors College	\$2,400.00
Ge, Yidan	Information Tech & Cybersecurity	\$3,000.00
Hammar, Abraham	Information Tech & Cybersecurity	\$3,000.00
Hardee, Amy	Information Tech & Cybersecurity	\$3,945.00
Hausback, Jason	Music	\$4,575.00
Hellman, Daniel	Music	\$2,047.00
Hong, Hye-Jung	Music	\$8,167.00
Howell, Marcus	Art & Design	\$5,394.00
Johnson, Cynthia	English	\$1,000.00
Kaf, Wafaa	Honors College	\$7,200.00
Kaula, Radhika	Information Tech & Cybersecurity	\$17,746.00
Ketter, Daniel	Music	\$6,218.00
Liu, Zongxi	Information Tech & Cybersecurity	\$19,472.00
Mainali, Raju	Information Tech & Cybersecurity	\$6,367.00
Masterson, Caitlin	RStats Institute	\$15,374.00
McCoy, Jodi	Art & Design	\$4,268.00
McWoods, Anna	Honors College	\$2,400.00
Murray, Michael	Music	\$5,597.00

Academic Personnel Board Actions, cont'd.

Page 9

Naayem, Anthony	Graduate College	\$5,000.00
Neely, Jeremy	Honors College	\$2,800.00
Nordyke, Kathy	Sociology Anthropology & Gerontology	\$3,084.00
Payne, Richard	Music	\$1,310.00
Ravenscraft, Julia	School of Accounting	\$7,384.00
Riddell, Jordan	Honors College	\$2,400.00
Riggs, Trisha	Language Cultures & Religions	\$1,656.00
Rodgers, Christopher	Art & Design	\$1,415.00
Seery, Kaitlyn	College of Agriculture	\$1,225.00
Sexton, Randall	Information Tech & Cybersecurity	\$10,714.00
Shao, Feibo	Management	\$10,820.00
Shuler, Adam	Construction Design & Project Mgmt	\$3,000.00
Smith, Joshua	Honors College	\$3,200.00
Su, Wei-Han	Music	\$3,286.00
Thomas, Kristy	Comm Media Journalism & Film	\$4,650.00
Tracy, Matthew	Music	\$10,293.00
Troche, Julia	Honors College	\$2,800.00
Walker, Kimberly	College of Agriculture	\$1,651.00
White, Lauren	Music	\$3,495.00
Willis, Jessica	School of Anesthesia	\$1,688.00
Yang, Zhiguo	Information Tech & Cybersecurity	\$11,074.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 11, 2025 through December 12, 2025.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dargatz, Cammi	Chemistry & Biochemistry	\$2,524.00

The following have been appointed as Graduate Teaching Assistants for the academic year: August 11, 2025 through May 8, 2026.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Asante, Ransford	Communication Media Journalism & Film	\$12,291.00
Demicheva, Olga	Chemistry & Biochemistry	\$10,096.00
Jegede, Oluwatomisin	Chemistry & Biochemistry	\$10,096.00
Marcus, Esther	English	\$12,291.00
Sugut, Naomi	Schl of Earth Enviro & Sustain	\$10,096.00
Vincent, Moses	Chemistry & Biochemistry	\$10,096.00

The following have been appointed as Graduate Teaching Assistants for the spring semester: January 5, 2026 through May 8, 2026.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Akano, Busayo	Chemistry & Biochemistry	\$6,146.00
Ayorinde, Oluwatosin	Chemistry & Biochemistry	\$5,048.00
Babar, Moin Uddin Ahmed	Physics Astronomy & Materials Sci	\$6,146.00
Bateman, Bradley	Biology	\$5,048.00
Caddy, Megan	Biology	\$5,048.00
Chatterjee, Arko	Physics Astronomy & Materials Sci	\$6,146.00
Dhar, Sourav	Physics Astronomy & Materials Sci	\$6,146.00
Dlabach, Ellise	Biology	\$5,048.00
Galib, Mohammad	Physics Astronomy & Materials Sci	\$6,146.00
Kiplangat, Noah	Physics Astronomy & Materials Sci	\$6,146.00
Mia, Rifat	Physics Astronomy & Materials Sci	\$6,146.00
Miezah-Adams, Malik	Schl of Earth Enviro & Sustain	\$5,048.00
Munyithya, Ruth	Chemistry & Biochemistry	\$6,146.00
Murray-Harper, Jordan	Biology	\$6,146.00
Nath, Pronob Deb	Physics Astronomy & Materials Sci	\$6,146.00
Ouma, Jeremiah	Chemistry & Biochemistry	\$5,048.00
Oyshi, Moupia Tajrin	Physics Astronomy & Materials Sci	\$6,146.00
Pope-Buss, Riley	Chemistry & Biochemistry	\$6,146.00

Academic Personnel Board Actions, cont'd.

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Rianga, Sharon	Schl of Hospitality & Agri Ldrs	\$5,048.00
Timalsena, Trishna	Chemistry & Biochemistry	\$5,048.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1801-25
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>
Jessica Surline	Assistant Teacher Child Development Center	40	\$31,200 annually	09/29/25
Brian Dixon	Maintenance Electrician Facilities Maintenance	26	\$49,919 annually	10/06/25
Sarah Meyer	Information Specialist Financial Aid	13	\$34,860 annually	10/06/25
Thomas Hughes	Senior Planner Center for Resource Planning & Management	44	\$59,500 annually	10/13/25
Patrick McCroskey	Technology Support Specialist Data & Technology Services	32	\$45,000 annually	10/13/25
Logan Grann	Groundskeeper Ground Services	22	\$34,839 annually	10/16/25
Patricia Blankenship	Pharmacy Technician Magers Family Health & Wellness Center	13	\$35,879 annually	10/20/25
Jayson Floyd	Custodian I Residence Life, Housing & Dining Services	21	\$31,720 annually	10/21/25
Josh Chadwick	Maintenance Technician II Facilities Maintenance	25	\$43,680 annually	10/27/25
William Bell	Research Specialist Biology	41	\$35,796 annually	10/28/25

Non-academic Personnel Board Actions, cont'd.

Page 2

Jeremy Dickerson	Assistant Vice President Enrollment Management – Admissions & Outreach Enrollment Management & Services	48	\$150,000 annually	11/01/25
Brian Taber	Telecommunications Technician Networking & Telecommunications	26	\$53,039 annually	11/03/25
Danielle Rhoten	Custodial Apprentice Custodial Services	21	\$31,800 annually	11/11/25
Penny Bassen	Custodian I Custodial Services	21	\$34,681 annually	11/17/25
Nataleigh Clark	Assistant Teacher Child Development Center	40	\$31,200 annually	11/17/25
Tara Joyce	Associate Director, Access & Success Programs Access & Success Programs	43	\$57,500 annually	11/18/25
Matthew Brizzi	Associate Director, Financial Aid Compliance Financial Aid	46	\$75,000 annually	12/01/25
Cindy Fiedler	Associate Registrar Office of the Registrar	44	\$60,000 annually	12/08/25

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Hanna Henroid	Admission Counselor Office of Admissions	06/27/25
Quinton Wyatt	Senior Research Scientist-JVIC Associate Vice President for Economic Development	09/30/25
Vida Mashouri	Academic Administrative Assistant II Chemistry & Biochemistry	10/01/25
Dennis Riley	Custodian I Residence Life, Housing & Dining Services	10/03/25

Kelli Helton	Academic Administrative Assistant II School of Mental Health & Behavioral Sciences	10/15/25
Kimberly Strobe	Campus Safety Specialist Office of University Safety	10/15/25
Pavani Sonti	Database Analyst Cybersecurity & Enterprise Systems	10/17/25
Phillip Loyd	Athletic Trainer, Athletic Medical & Rehabilitation Services Athletic Medical & Rehab Services	10/31/25
Kyra Cook	Residence Hall Receptionist Residence Life Housing & Dining Services	11/13/25
Rease Rudick	Assistant Technical Director Great Southern Bank Arena	11/19/25
Sean Kliethermes	Assistant Director Admissions Information Office of Admissions	11/30/25
Matthew Magruder	Director, Admissions Office of Admissions	12/01/25
Gregory Fansler	Executive Director of Engagement & Alumni Relations Vice Present University Advancement	12/31/25
Arti Arti	Senior Accountant-Analyst Financial Services	02/27/26

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Melissa Blades	Executive Assistant III Office of the Provost	10/31/25
Scott Jones	Director, Dual Credit Program Dual Credit	10/31/25
Rachelle McCart	Administrative Assistant II Custodial Services	10/31/25

Non-academic Personnel Board Actions, cont'd.

Page 4

Keith Sharp	Custodial Equipment Repair & Special Projects Foreman Residence Life, Housing & Dining Services	10/31/25
Michael Wood	Associate Director, Career Center – Career Development & Education Career Center	11/30/25
Juan Meraz	Assistant Vice President & Special Assistant for Enrollment Management & Services Enrollment Management & Services	12/01/25
Dawn McIntyre	Budget Officer Financial Services	12/31/25
Ronald Moreno	Custodian I Custodial Services	12/31/25
Sherry Moreno	Custodian I Custodial Services	12/31/25
Karen Scott	Accounting Specialist Networking & Telecommunications	12/31/25
Jacqueline Patterson	Administrative Assistant III School of Mental Health & Behavioral Sciences	01/15/26
William Case	Information Technologies Ozarks Public Television	01/31/26
M. Suzanne Shaw	Vice President for Marketing & Communications Vice President Marketing & Communications	02/28/26

DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mark McCarty	Manager, Printing & Postal Services Printing Services	09/29/25

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Adam Comer	Assistant Director, Student Engagement for Programs Plaster Student Union – Student Engagement	10/23/25

Stephen Ashley	Campus Safety Specialist – Lead Office of University Safety	11/03/25
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Kathryn Norris	Custodian I Custodial Services	11/07/25
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Caitlyn Sharp	From: Custodian Apprentice Plaster Student Union – Custodial GR 20, \$31,803 annually To: Custodian I Plaster Student Union – Custodial GR 21, \$31,803 annually	Reclassification	05/20/25
Kristen Thomas	From: Assistant Director, Professional Education Services College of Education – Education Advisement GR 43, \$50,890 annually To: Senior Academic Advisor College of Education – Education Advisement GR 42, \$51,901 annually	Status Change	07/07/25
Lance Coffman	From: Regional Small Business Consultant eFactory, Center for Business & Economic Development GR 44, \$64,460 annually To: Senior Program Manager, Strategic Initiatives – Center for Business & Economic Development eFactory, Center for Business & Economic Development GR 45, \$67,000 annually	Promotion	09/01/25

Jennifer Capps	<p>From: Senior Academic Advisor Academic Advising & Transfer Center GR 42, \$49,488 annually</p> <p>To: Coordinator, Student Success Initiatives Academic Advising & Transfer Center GR 43, \$53,000 annually</p>	Promotion	10/01/25
Nathan Hoff	<p>From: Associate Registrar Office of the Registrar GR 44, \$71,325 annually</p> <p>To: Senior Associate Registrar Office of the Registrar GR 45, \$71,325 annually</p>	Reclassification	10/01/25
Joshua Hughson	<p>From: Telecommunications Technician Networking & Telecommunications GR 26, \$50,088 annually</p> <p>To: Network Analyst Networking & Telecommunications GR 35, \$63,156 annually</p>	Promotion	10/01/25
Jeremy Beach	<p>Dispatch Specialist Office of University Safety</p> <p>From: GR 24, \$41,725 annually</p> <p>To: GR 24, \$42,037 annually</p>	Salary Adjustment	10/10/25
Nicholas Bryant	<p>Dispatch Specialist Office of University Safety</p> <p>From: GR 24, \$36,400 annually</p> <p>To: GR 24, \$36,712 annually</p>	Salary Adjustment	10/10/25

Andrea Mostyn	<p>From: Director of Strategic Communication Office of Strategic Communication GR 47, \$93,302 annually</p> <p>To: Interim Vice President of Marketing & Communications Vice President for Marketing & Communications GR 47, \$93,302 annually (\$1,500 monthly supplemental)</p>	Status Change	10/13/25 04/15/26
Ronda Ladd	<p>From: Administrative Specialist IV Vice President for Administration & Finance GR 15, \$36,899 annually (80% FTE)</p> <p>To: Administrative Specialist III Residence Life, Housing & Dining Services GR 13, \$36,899 annually (80% FTE)</p>	Status Change	10/16/25
Hannah Smith	<p>Administrative Assistant II Adult Student Services</p> <p>From: GR 12, \$24,433 annually (75% FTE)</p> <p>To: GR 12, \$32,577 annually (100% FTE)</p>	Status Change	10/23/25
Benjamin Metzger	<p>From: Associate Director Admissions Operations & Systems Office of Admissions GR 46, \$67,905 annually</p> <p>To: Business Intelligence & Database Analyst Institutional Research GR 36, \$75,000 annually</p>	Promotion	10/27/25

Melissa Blades	From: Executive Assistant III Office of the Provost To: Staff Emeritus Office of the Provost	Status Change	11/01/25
Rachelle McCart	From: Administrative Assistant II Custodial Services To: Staff Emeritus Custodial Services	Status Change	11/01/25
Keith Sharp	From: Custodial Equipment Repair & Special Projects Foreman Residence Life, Housing & Dining Services To: Staff Emeritus Residence Life, Housing & Dining Services	Status Change	11/01/25
William Slane	From: Distributed User Support Specialist Ozarks Public Television To: Media & Technology Specialist, TV & Radio Ozarks Public Television	Title Change	11/01/25
Heather Cinkosky	From: Patient Services Coordinator Magers Family Health & Wellness Center GR 13, \$46,355 annually To: Clinic Assistant – Physical Therapy Physical Therapy GR 13, \$44,199 annually	Status Change	11/03/25
Kevin Nosbisch	From: Custodian Apprentice Custodial Services GR 20, \$31,803 annually To: Custodian I Custodial Services GR 21, \$31,803 annually	Reclassification	11/03/25

Douglas Neidigh	<p>Sustainability Unit Manager School of Earth Environment & Sustainability From: GR 43, \$54,675 annually (100% FTE) To: GR 43, \$41,006 annually (75% FTE)</p>	Status change	12/01/25
Michael Wood	<p>From: Associate Director, Career Center Career Development & Education Career Center To: Staff Emeritus Career Center</p>	Status Change	12/01/25
Juan Meraz	<p>From: Assistant Vice President & Special Assistant for Enrollment Management & Services Enrollment Management & Services To: Staff Emeritus Enrollment Management & Services</p>	Status Change	12/02/25
Ronald Moreno	<p>From: Custodian I Custodial Services To: Staff Emeritus Custodial Services</p>	Status Change	01/01/26
Sherry Moreno	<p>From: Custodian I Custodial Services To: Staff Emeritus Custodial Services</p>	Status Change	01/01/26
William Case	<p>From: Information Technologies Ozarks Public Television To: Staff Emeritus Ozarks Public Television</p>	Status Change	02/01/26

M. Suzanne Shaw

From: Vice President for Marketing &
Communications

Vice President Marketing &
Communications

To: Staff Emeritus

Vice President Marketing &
Communications

Status Change

03/01/26

Tim Francka
Board Chair

Passed at the meeting of
December 11, 2025

Rowena Stone
Board Secretary

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1802-25
Approval of Employment Agreement for
Mr. Joseph “Joey” Hawkins, Head Coach
of the University’s intercollegiate baseball team

WHEREAS, the University desires to continue to employ Mr. Joseph “Joey” Hawkins as the Head Coach of the University’s intercollegiate baseball team, and Mr. Hawkins desires to continue such employment through June 30, 2029; and

WHEREAS, a First Amendment to Employment Agreement, attached hereto and incorporated herein as Exhibit A, has been negotiated with Mr. Hawkins.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the continued employment of Joseph “Joey” Hawkins as its Head Coach of the University’s intercollegiate baseball team and authorizes President Richard Williams to execute the attached First Amendment to Employment Agreement with Mr. Hawkins on behalf of the University.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

Comments:

The First Amendment to Employment Agreement includes the following terms:

- Extension of his current employment term for a term of July 1, 2024, through June 30, 2029.
- Automatic one (1) year term extension if the University appoints a new Director of Athletics prior to the end of the then-current term.
- Addition to the termination without cause by Mr. Hawkins section to include a reduction of the liquidated damages due if a “home and home” basketball game is scheduled with Mr. Hawkins’ next employer.

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

This First Amendment to the Employment Agreement ("First Amendment") is entered by and between the BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY ("University") and Joseph "Joey" Hawkins ("Coach") is effective as of _____, 2025 ("Effective Date").

WHEREAS, the University currently employs Coach pursuant to an Employment Agreement ("Agreement");

WHEREAS, the University wishes to amend the Agreement specific provisions of the Agreement.

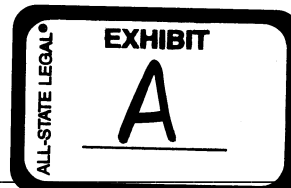
NOW, THEREFORE, in consideration of the promises, covenants, and agreements set forth, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto agree to the following terms and conditions:

1. Section 1(a), Term, is hereby stricken in its entirety and replaced with the following:

(a) **Term.** The University does hereby employ Coach Hawkins as the Head Coach of the Team for a term commencing on July 1, 2024, and continuing through June 30, 2029, ("Term"), subject to extension, renewal, or termination, on the terms and conditions hereinafter provided. A "Contract Year" shall run from July 1st to the immediately following June 30th, unless otherwise indicated references to "years" refer to Contract Years.

2. Section 1(b)(iv) shall be added to the Agreement as follows:

(iv) **New Director of Athletics Appointed Prior to the end of the Term.** In addition to Term extensions pursuant to Section 1(b)(i-iii), should University appoint a new Director of Athletics prior to the end of the then-current Term, the



University agrees to automatically extend the Term of Coach Hawkins's employment for an additional Contract Year, without further action by either party.

3. Section 8(a), Termination Due to Expiration of Term, is hereby stricken in its entirety and replaced with the following:

(a) **Termination due to Expiration of Term.** If no extension of the Agreement beyond the Term specified above is made, this Agreement shall terminate as of the last day of the Term (i.e., June 30, 2029).

3. Section 9(a), Termination Without Cause by Coach Hawkins, is hereby stricken in its entirety and replaced with the following:

(a) **Termination Without Cause by Coach Hawkins.** Coach Hawkins may terminate the Agreement if he gives notice of termination to the Director of Athletics and pays, or causes another party to pay, the Liquidated Damages Amount (as defined and calculated herein) to the University. The Liquidated Damages Amount will be calculated based on the Applicable Monthly Rate, as defined herein, and the remaining months of this Employment Agreement. For the avoidance of doubt, Liquidated Damages will only be assessed if Coach Hawkins terminates the Agreement without cause in order to accept an NCAA Division I head coaching position at another institution.

The Applicable Monthly Rate amount is defined as Twelve Thousand Fifty Dollars (\$12,050). The Liquidated Damages Amount is calculated by multiplying the number of months remaining in the Employment Agreement by the Applicable Monthly Rate, and dividing by two. The resulting quotient is the Liquidated Damages Amount. For example, if Coach Hawkins terminates the Agreement with

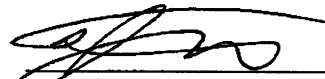
36 months remaining, the Liquidated Damages Amount would be Two Hundred Sixteen Thousand Nine Hundred Dollars (\$216,900.00)(i.e., 36 months X \$12,050 = \$433,800; \$433,800 / 2 = \$216,900). If Coach Hawkins terminates the Agreement with 24 months remaining, the Liquidated Damages Amount would be One Hundred Forty-Four Thousand Six Hundred Dollars (\$144,600.00) (i.e., 24 months X \$12,050 = \$289,200; \$289,200 / 2 = 144,600).

The parties acknowledge and agree that the Liquidated Damages Amount contemplated by this Section 9(a) are intended to repay compensation previously received by Coach Hawkins under the premise that he would fulfill the Term of the Agreement and that the Liquidated Damages Amount represents a legitimate, market rate fee to permit another employer to obtain Coach Hawkins's services. Said Liquidated Damages Amount will be paid within thirty (30) days following the effective date of Coach Hawkins termination of this Agreement. 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.

4. All other terms and conditions of the Agreement remain unchanged.

IN WITNESS WHEREOF, the parties have executed this First Amendment as of the
Effective Date first indicated above.

BOARD OF GOVERNORS
OF MISSOURI STATE UNIVERSITY



Joseph "Joey" Hawkins
Head Coach
Intercollegiate Baseball

12/02/25

Date

Richard B. Williams
President

Date

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 137-25
Approval of Revisions to G8.04 Investment
Policy and G8.09 Operating Funds Cash
Reserves Policy

WHEREAS, the Board of Governors (“BOG”) of Missouri State University is responsible for establishing governing policy related to the investment and stewardship of University funds, including G8.04 Investment Policy and G8.09 Operating Funds Cash Reserves Policy;

WHEREAS, G8.04 Investment Policy has undergone a series of amendments over the past three (3) decades, including most recently in December 2021;

WHEREAS, Administration has conducted a comprehensive review of G8.04 Investment Policy and recommends revisions to modernize the policy, clarify permissible investments, align practices with Missouri law, and promote fixed-income investment strategies that are simple, efficient, secure, and compliant, consistent with the University’s fiduciary responsibilities;

WHEREAS, Administration further recommends revisions to G8.09 Operating Funds Cash Reserves Policy to ensure consistency with the revised G8.04 Investment Policy, strengthen clarity regarding the University’s minimum reserve levels, and reinforce the requirement that designated cash reserves be invested in accordance with G8.04; and

WHEREAS, it is in the best interests of the University to approve these policy revisions to ensure continued sound financial management and alignment with contemporary standards for public-funds investment.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the revised G8.04 Investment Policy and G8.09 Operating Funds Cash Reserves Policy, as reflected in the attached redlined documents (Exhibit A and Exhibit B), be and hereby are approved;

BE IT FURTHER RESOLVED that the newly approved G8.04 Investment Policy shall replace and supersede all prior versions of this policy, including amendments incorporated within other Board resolutions, and that G8.09 Operating Funds Cash Reserves Policy shall likewise replace and supersede its existing version; and

BE IT FINALLY RESOLVED that Administration is authorized to implement the revised policies effective immediately and to make any corresponding technical or conforming edits necessary to maintain internal policy consistency.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

See attached:

Exhibit A: G8.04 Investment Policy (Redline)

Exhibit B: G8.09 Operating Funds Cash Reserves Policy (Redline)

Investment Policy

G8.04 Investment Policy

Authority

~~The statutes of the State of Missouri, Section 174.457 R.S. Mo. (1995), authorize Missouri law~~ authorizes Missouri State University (MSU) to invest monies not needed for the daily operation of the University. See Mo. Rev. Stat. § 174.457. The MSU Board of Governors sets policy regarding the investment of University funds. Responsibility for the day-to-day administration of this policy has been assigned by the MSU Board of Governors to the Chief Financial Officer and those persons he/she shall designate to have the authority for investing MSU's funds.

Prudence

All participants in the investment process shall act responsibly as custodians of the public trust. The standard of prudence to be applied by the Chief Financial Officer and his/her staff shall be the "prudent investor" rule, which states: "Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived."

Ethics and Conflicts of Interest

Personnel involved in the investment process shall refrain from personal business activity that could create an appearance of impropriety or could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose to the Board of Governors any material financial interest in financial institutions that conduct business within Missouri, and they shall further disclose any large personal/investment positions that could be related to the performance of the MSU portfolio.

Objectives

MSU's primary objectives for managing its investment portfolios are legality, safety, liquidity, appropriateness and yield. The maturities will be structured to meet the needs of the various fund groups.

MSU may seek to enhance total portfolio return by means of active portfolio management. The prohibition of speculative investments precludes pursuit of gain or profit through unusual risk. However, investment trading in response to changes in market value or market direction is warranted under active portfolio management.

Exhibit A

Performance

The portfolio should produce, over a period of time, book yields in excess of a low risk passive benchmark. For management purposes the total rate of return will be calculated for the portfolio and compared to appropriate security market indexes on an annual basis.

Broker/Dealer Requirements

Investments will be made through banks or securities dealers which have been approved by the Chief Financial Officer. All purchases and sales will be through a competitive bid process. Such securities dealers and banks shall have been subjected to an appropriate investigation by the staff of the Chief Financial Officer's office, which shall include, among other things, a written review of the firm's financial statements and the background of the sales representative. All approved dealers must be fully licensed and registered ~~NASD-FINRA~~ Broker/Dealers or exempt banks. Criteria used to select securities dealers will include:

- Financial strength and capital adequacy of firm
- Services provided by firm
- Research services available
- Resume, reputation and qualifications of sales representative
- Due diligence and firm references
- State government expertise

Permissible Investments and Guidelines

Only legal investments will be purchased for the investment portfolio. These include:

1. Certificates of Deposit
 - A. Certificates of deposit shall be collateralized in accordance with Missouri statutes. All depositories must have a signed depository agreement with MSU.
 - B. A financial institution will be eligible to receive total deposits in an amount not to exceed their equity capital.
2. U.S. Treasury and Federal Agency Securities
 - A. This includes U.S. Government securities, U.S. Government Agency securities and U.S. Government guaranteed securities, including but not limited to: all direct obligations of the U.S. Government, Federal Farm Credit Banks, Federal Home Loan Banks, Federal National Mortgage Association, Federal Home Loan Mortgage Corporation, Resolution Funding Corporation, and Student Loan Marketing Association.
3. Repurchase Agreements.
 - A. Repurchase agreements may be entered into for periods of 90 days or less.
 - B. Repurchase agreements must be purchased through approved broker/dealers. All approved broker/dealers must have a signed Public Securities Association Master Repurchase Agreement on file with the Office of the Chief Financial Officer.
 - C. All collateral will be delivered to an approved ~~third party~~third-party custodian.

Exhibit A

D. Repurchase agreements must be collateralized 101% with approved securities. The market value of the collateral will be computed and reviewed at least weekly by the staff of the Chief Financial Officer to determine collateral adequacy.

~~4. Corporate Bonds~~

~~A. Investment grade corporate bonds, which require a rating of A or better by Standard & Poor's Ratings Group and Moody's Investors Services.~~

~~5.4. Commercial Paper~~

A. Commercial paper with credit ratings of A1 and P1 received from Standard & Poor's Ratings Group and Moody's Investors Services.

~~6. Bankers' Acceptances~~

~~A. Bankers' acceptances may be purchased only from banks which are on the approved broker/dealer list. The credit ratings must be A1 and P1 received from Standard & Poor's Ratings Group and Moody's Investors Services.~~

~~7.5. Money Market Funds~~

A. Money market funds which are SEC 2a-7 compliant and have received the highest possible rating by at least two Nationally Recognized Statistical Ratings Organizations.

Prohibited Investments

The following are not permitted for investments:

- Any investment not explicitly authorized by Missouri law. See Mo. Rev. Stat. § 30.950.4.
- Insured money market accounts, as per State Treasurer's office.
- Mutual funds, as per State Treasurer's office. See also Missouri Attorney General Opinion No. 65.95.
- Derivatives. See Mo. Rev. Stat. § 30.950.2(2).

The maximum percentage of the total investment funds held in each instrument listed above shall be:

1. No more than 15% of the total portfolio will be held in any one bank, unless a safekeeping/custody agreement is in place per the provisions below.
2. No restriction on direct obligations of the U. S. Government, U.S. Government Agency issues or U.S. Government guaranteed securities.
3. No restriction for repurchase agreements which are fully collateralized by U.S. Government securities.
- ~~4. No more than 20% of the portfolio to be held in corporate bonds, with no more than 5% of the portfolio to be held with any one issuer.~~
- ~~5.4. No more than 30% of the portfolio to be held in commercial paper, with no more than 5% of the portfolio to be held with any one issuer.~~
- ~~6. No more than 20% of the portfolio to be held in bankers' acceptances, with no more than 5% of the portfolio to be in holdings of any one issuer.~~
- ~~7. No more than \$5,600,000 to be held in money market funds invested in U.S. Treasury / Government obligations.~~

Exhibit A

5. Consistent with the State of Missouri Investment Policy for Public Funds, no maturity may be longer than 5 years from the date of purchase.

Safekeeping and Custody

All securities will be held by a third-party providing safekeeping or custodian services in a fiduciary capacity in the name of Missouri State University designated by the Chief Financial Officer and evidenced by appropriate CUSIP documentation.

Management Investment Services

A qualified professional is responsible for the investment of funds in excess of depository services in accordance with the organization's policy. Duties include executing security purchases and sales, providing monthly and quarterly reports, reviewing investment strategies and reviewing the investment policy. The investment managers are expected to pursue their own investment strategies within the general guidelines stated with this policy.

Internal Controls Summary

The Chief Financial Officer has established a framework of internal controls to ensure the secure, compliant, and efficient management of investment activities. It is designed to safeguard assets, promote transparency, and support the organization's financial objectives. system of internal controls designed to prevent losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees of the office of the Chief Financial Officer. Controls deemed most important include: separation of duties ~~(which includes initiation of transactions, custody of assets and record keeping, and documented approval by the Chief Financial Officer or the President and/or his designee of all sales and purchases of investments)~~; custodial safekeeping; clear delegation of authority; ~~written confirmation of telephone transactions~~; minimizing the number of authorized investment officials; documentation of transaction strategies; and code of ethics. The office of the Chief Financial Officer is responsible for maintaining records, reconciling accounts, and monitoring performance.

Reporting

~~The staff of the Chief Financial Officer shall report monthly to the Chief Financial Officer on the present status of the investment portfolio. The information provided will include realized securities gains and losses, weighted average maturities and yields, and the market valuation of the investment portfolio. (Bd. Min. 1-9-96; Res. Policies and Procedures No. 23-96.)~~

Operating Funds Cash Reserves Policy

G8.09 Operating Funds Cash Reserves Policy

The purpose of this policy is to memorialize the university's philosophy regarding the creation, utilization and prioritization of its cash reserves. As directed by its Board of Governors, the university has established cash reserves for its operating funds with minimum limits of not less than \$50 million for the University System ("Cash Reserves"). Moreover, no less than \$50 million of the university's Cash Reserves shall be ~~in U.S. Treasury or Federal Agency Securities~~invested in accordance with G8.04 Investment Policy. On an annual basis, the total amount of Cash Reserves will be reported to the Board of Governors by university administration.

In spending money from its Cash Reserves, the university is committed to ensuring full satisfaction of its bonded financial obligations. Accordingly, the university's first priority in spending down its reserves is to fully and timely make all bond payments, including payments for both principal and interest.

In theory, the university's Cash Reserves may be comprised of monies both appropriated by the State of Missouri and received from other revenue sources (e.g., tuition and fees). In practice, however, the amount of appropriations received by the university is less than the university's incurred instructional expenses, such that appropriations are not included in the university's Cash Reserves. In the unlikely future event that appropriations exceed expenses, such that the excess appropriations are added to the university's Cash Reserves, in spending money from its reserves, the university will first exhaust all appropriations (for the purpose(s) set forth in the applicable appropriation language) before spending money received from other revenue sources.

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 550-25
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.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from September 24, 2025 through December 3, 2025 be approved.

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

FOR APPROVAL

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

Cloud Services for Administrative Systems \$170,000.00
Office of Information Services (Estimated)

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University recommends approval to order cloud computing services utilizing the Midwest Higher Education (MHEC) contract with Oracle America, Incorporated.

Item increases the amount of spending authorized under an existing three-year estimated order for \$810,000.00 with Oracle, initially approved October 20, 2023.

Oracle provides cloud infrastructure and services (including hosted databases, servers, and disaster recovery infrastructure) used to host the University's Enterprise Resource Planning (ERP) system. This order locks in cloud computing rates at current levels over three years, and supports the University's efforts to increase the security, reliability, and resilience of core administrative systems.

As the University has transitioned ERP resources to cloud infrastructure, costs have exceeded initial estimates by approximately 21% over the full period of the contract, due to greater than anticipated resources needed to maintain system performance.

Further cost is \$170,000.00, to be spent in year three of the agreement, resulting in a highly skewed percentage increase for that year.

	Budgeted	Actual	Difference	Percentage
Year One	\$270,000.00	\$310,517.00	\$40,517.00	15%
Year Two	\$270,000.00	\$334,347.00 Estimated	\$64,347.00 Estimated	24% Estimated
Year Three	\$270,000.00	\$334,347.00 Estimated	\$64,347.00 Estimated	24% Estimated
Total	\$810,000.00	\$979,211.00	\$169,211.00	21% Average

Note: Funding to be from the ERP Maintenance A02000 302014 73421 063 and/or CIO – Information Services Operating A02000 097202 73421 063.

September 24, 2025 through December 3, 2025

ACTIVITY REPORT
PAGE TWO

Exercise of contract renewal option for the purchase of goods and services estimated > \$250,000.00

Custodial Supplies Campus-Wide \$458,859.40
Facilities Management (Estimated One-Year)

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

Action is the fourth of five renewals, for the contract term January 1, 2026, through December 31, 2026. Fifth optional University renewal is available through December 31, 2027.

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

Note: Funding 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.

Single Feasible Source > \$250,000

Overhead and Programming Fees \$1,167,651.00
McQueary College of Health and Human Services (Estimated Five-Years)

Request approval to process payments to The Alliance for Healthcare Education for the annual University allocation for overhead and programming.

As a collaboration between the University, CoxHealth, Ozarks Technical Community College, and Springfield Public Schools, the alliance was established to guide students through healthcare pathways and into the workforce.

Founding members collectively contribute a total of \$1,780,435.00 annually that is paid quarterly. Term of the August 3, 2023 agreement is five years with one five-year renewal.

Note: Funding to be from School of Nursing-BSN Other Enrollment Fee Service Education B02824 132016 73402 011.

September 24, 2025 through December 3, 2025

ACTIVITY REPORT
PAGE THREE

FOR INFORMATIONAL PURPOSES ONLY

Single Feasible Source > \$100,000

Electronic Databases for Journals and Magazines University Libraries	\$111,891.00 (Estimated)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University is processing payment to EBSCO to renew services for one annual electronic database for the library.

Services are for the period September 1, 2025, through August 31, 2026

- America: History and Life
- APA PsycINFO
- APA PsycArticles
- Art Full Text
- CINAHL Full Text
- Education Full Text
- Historical Abstracts

Services provide full-text coverage and indexing to over 19,000 journals and magazines. Meyer Library has subscribed to these anchor electronic resources since 2004, and renewal is direct through EBSCO as the provider.

University Meyer Library subscribed annually to the seven electronic databases individually for several years. EBSCO was created in FY21 for the libraries as a custom package and cost-saving measure, and the package includes resources published by EBSCO, as well as EBSCO produced resources. Each of the electronic resources offer full-text coverage and indexing to academic journals and other publications, and are purchased in support of university academic departments, as the databases are considered core resources for their respective fields.

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

Note: Funding to be from Library Materials Educational Supplies A02000 172002 73219 041.

September 24, 2025 through December 3, 2025

ACTIVITY REPORT
PAGE FOUR

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

Printing and Mailing	\$125,655.69
Marketing and Communications Editorial and Design	(Estimated)

Request renewal of Contract C8163-1AMD-1 Alumni Magazine by LSC Communications MCL LLC., for the February, June, and October annual printing and mailing of the Alumni Magazine. Action is the Third renewal of five for the term of January 1, 2026, through December 31, 2026.

Two additional University optional one-year renewals are available through December 31, 2028. The original contract term is January 1, 2023, through December 31, 2023.

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

Note: Funding to be from Editorial and Design Creative Services Printing D02000 012011 73415 063.

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

Water Treatment Chemicals and Services	\$159,650.00
Facilities Management	(Estimated)

Renewal requested for Contract C7747-1 Water Treatment Chemicals and Services to treat the building water systems on campus, which includes multiple boilers, chillers, and cooling towers. Action is the fifth renewal of six university available contract renewal options, for the contract period January 1, 2026, through December 31, 2026.

Inflation, and increased demand for the District Chilled Water System (DCWS), fuel delivery increase, and two larger cooling towers have increased the estimate to \$159,650.00, and as a result, reporting applies.

Subject to need and continued satisfactory performance, the University will continue to exercise the remaining available annual renewable options. Contract prices are based on the renewal option percentage of 3% annually listed in the contract.

September 24, 2025 through December 3, 2025

ACTIVITY REPORT
PAGE FIVE

Note: Funding to be from Facilities and Management Service Agreements – Other A02000 062020 73422 071.

Note: Funding is to be from Editorial and Design Creative Services Printing D02000 012011 73415 063.

Single Feasible Source > \$100,000

Journal Subscription Renewals **\$223,926.99**
Meyer Library

Payment to be processed to Elsevier B.V. for the e-subscription fees for electronic access to subscribed titles that include the Cell Press Collection, Societies Fee, and Science Direct Collections, published by Elsevier Incorporated.

Included journals represent all fields, but primarily focus on the physical and life sciences, and to some extent the social sciences and business. Elsevier aggregates the content of the journals into an online platform or gateway known as Science Direct. The use of one platform or gateway enables a student or faculty member to search all journals, or to search by specific groups or individual specific titles.

Subscription to these 206 journals was previously through the University's contract vendor, Harrassowitz. However, Harrassowitz no longer offers any extension of credit or prepayment subscription discount on these titles, as they have in the past. Therefore, the University now works directly with the publisher, Elsevier B.V, and by subscribing directly, the savings to the University is one percent (1%). The period covered by these renewals is January 1, 2026, through December 31, 2026. SFS 7449.

Note: Funding to be from Library Periodicals A02000 172002 75006 041.

September 24, 2025 through December 3, 2025

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 516-25

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.

FACULTY RETIREMENTS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Linda Wulff-Risner	Professor of Agriculture West Plains Campus	2/1/2026

(See Addendum A for Per Course Faculty Payments for the Summer 2025 session)

(See Addendum B for Per Course Faculty Payments for the Fall 2025 semester)

(See Addendum C for Supplemental Payments for the Fall 2025 semester)

Tim Francka
Board Chair

Passed at the meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

ADDENDUM A

Supplemental payments for the Summer 2025 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Carla Huddleston	Sim lab instruction	\$ 560
Jessica Banning	Sim lab instruction	\$ 560
Joanna Patillo	Sim lab instruction	\$ 560

ADDENDUM B

Per Course payments for the Fall 2025 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Valda Aguero	ART	\$ 1,260
Virginia Allsman	PSY	\$ 1,800
Cambry (Knies) Bartosik	COM	\$ 1,800
Walter Belcher	IDS	\$ 1,400
Paula Blackburn	COM	\$ 3,600
MaryAnn Boro	AGR	\$ 720
Teresa Brame	IDS	\$ 4,000
Sharon Bynum	HST	\$ 3,600
Traci Caldwell	CRM	\$ 1,620
Brent Campbell	CRM	\$ 750
Patricia Chalfant	VIN	\$ 600
Rachel Cobb	PSY	\$ 3,600
David Cullipher	QBA	\$ 1,800
Lillard Davis	GRY	\$ 900
Sheila Decker	PHY	\$ 2,808
Nathan Ferree	CGP	\$ 2,004
Emily Raegan Fox	EDU/SOC	\$ 3,600
Mark Fugitt	PHI/REL	\$ 2,940
Stephen Fugitt	PHI	\$ 4,200
Joseph Geller	VIN	\$ 2,475
Lesa Hall	CIS	\$ 2,724
John Hansen	ENG	\$13,500
Danny Hobbs	SOC	\$ 3,600
Victoria Hutsell	COM	\$ 1,500
Amanda Irwin	SPN	\$ 2,100
Ralph Jenkins	CIS	\$ 1,670
Esme Johnson	ART	\$ 2,610
Candace Killian	HST	\$12,600
Robert Kitt	ART	\$ 1,800
Michaelah Knarr	SOC/SWK	\$ 3,600
Seth Lancaster	ENG	\$ 3,600
Michelle Ledbetter	BUS/MGT	\$ 3,600
Dianna Locke	ENG	\$ 1,800
Marissa Martin	ALH/HSC	\$ 2,000
Emily McDaris	MTH	\$ 2,400
Sean-David McGoran	REL	\$ 2,100
Scott McWilliams	AGR	\$ 1,800
Darren Michaels	VIN	\$ 2,535

Per Course payments for the Fall 2025 semester, Cont'd:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Jessica Morford Sisco	ENG	\$ 5,400
Sarah Mourreale	MTH	\$ 2,004
Typhanie Myers	EDU	\$ 2,100
Samantha Osborn	AGR	\$ 2,356
R.A. Pendergrass	PLS	\$ 2,100
Bonnie Peterson	CHM	\$ 1,922.40
Kapil Phuyal	GLG/GRY	\$ 6,510
Heather Nikki Poindexter	PLS	\$ 3,600
Shelia Priest	REL	\$ 5,400
Pamela Probert	VIN	\$ 3,000
Laurette Roylance	BIO/BMS	\$ 5,578.80
Vicki Schmitt	PSY	\$ 2,100
Unity Seay	PSY	\$ 3,600
Jason Self	CHM	\$ 8,876
Tabitha Shaver	BIO	\$ 1,822.80
Jennifer Shipley	PSY	\$ 1,800
Tera Smith	CGP	\$ 2,805.60
Thomas Smith	VIN	\$ 780
Marcia Stumpff	IDS	\$ 1,000
Hannah Suggs	COM	\$ 3,600
Bethany Teeter	CRM	\$ 3,600
Patricia Thakur	PSY	\$ 2,100
Debra Touhey	ACC	\$ 2,100
Anna Westman	ENG/SPN	\$ 3,150
Debra Whetstine	ENG	\$ 3,000
David J. White	BUS/MGT	\$ 3,600
David K. White	PLS	\$ 3,600
Kelley Wilbanks	BHS	\$ 1,800
Donald Colin Young	CRM/LAW	\$ 2,940

ADDENDUM C

Supplemental payments for the Fall 2025 semester:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Leigh A. Adams	ENG	\$ 4,275
Cathy Boys	CIS/EGR	\$11,269.50
Cindy Bridges	MGT	\$ 1,800
Kris Brinkerhoff	CIS	\$ 2,004
Bruce Cavitt	IDS	\$ 2,000
Charles (Chuck) Cook	TEC	\$ 1,771.90
Felix Danso	CHM	\$ 2,787.20
Melinda Denton	MTH	\$ 4,275
Jennifer Edgeller	MTH	\$ 1,500
Ana Estrella	IDS	\$ 1,500
Gabe Foster	TEC	\$ 1,140
Phillip Howerton	ENG	\$ 1,140
Krista Lair	CIS	\$ 4,709.40
Elizabeth Mahan	BHS	\$ 2,822.48
Bryan Moore	IST	\$ 360
Michael Orf	IDS	\$ 3,750
Gary Phillips	IDS	\$ 1,500
Alex Pinnon	IDS	\$ 1,500
Jacob Poulette	CIS	\$ 1,269.20
Frank Priest	ENG	\$ 4,500
Sharath Rongali	BIO	\$11,569.58
Dasha Russell	ACC/BUS/China Online ACC courses	\$30,339.69
Tresa Ryan	HIT	\$ 500
Brenda Smith	FCA	\$ 345
Deanna Smith	EPR/RMI	\$ 2,880
Krista Tate	HST	\$ 3,570
Jay Towell	MTH	\$ 4,275
Lisa Wade	NUR/Clinical Advising	\$ 2,327.50
Ben Wheeler	BMS	\$ 5,359.90
Lauren Willis	IDS	\$ 600
Linda Wulff-Risner	AGR	\$ 2,890

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 517-25
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>
Randy Downard	Groundskeeper-General Maint. Worker WP Facility Operations	23	\$33,280 Annually	09/16/2025
Chad Corley	Assoc. Vice-Chancellor for Marketing and Communications WP University Communications	46	\$66,046 Annually	11/03/2025

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Crockett Oaks	Assoc. Vice-Chancellor for Business & Support Services WP Business & Support Services	01/09/2026

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Donna Monticelli	Admission Counselor WP Admissions	01/01/2026
David Young	Assoc. Vice-Chancellor for Information Technology WP Information Technology Services	01/09/2026

Tim Francka
Board Chair

Passed at the meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

IV.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AWRDS NO. 122-25

Approval of a resolution to
acknowledge the Board of
Governors Citizen Scholar
Award Recipients

WHEREAS, the Missouri State University Board of Governors wishes to encourage and recognize outstanding students; and

WHEREAS, the Board of Governors Citizen Scholar Award has been established to honor students each year who exemplify both academic success and the Public Affairs mission of the University; and

WHEREAS, the intent of the Citizen Scholar Award is to identify and recognize students who met criteria that included Ethical Leadership, Cultural Competence, and Community Engagement.

NOW THEREFORE, BE IT RESOLVED that the following students be approved as Citizen Scholars for 2025-2026 and that their names be added to the Citizen Scholar Wall.

- Megan Bolen
- Robert-Thomas Gumersell
- Chandler Harris
- Moira Lizarraga
- Jessica Snare
- Sam Wang

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board



Chancellor's Report

December 11, 2025, Board of Governors Meeting

2025-26 Priorities

1. **Chancellor Transition Plan.** The chancellor is executing the transition plan, with a goal of completing it by December 31, 2025. She meets regularly with campus groups including the Administrative Council, Faculty and Staff Senate, Student Government Association's executive leadership team, and student Ambassadors. She has also presented at a Friends of Garnett Library luncheon and met with the Grizzly Club. She has begun visiting area schools and employers, as well as speaking with civic groups, including the Sunrise Rotary Club and West Plains Chamber of Commerce, and was named to the West Plains Chamber's board of directors in August.
2. **HLC Visit Preparation.** The assurance argument was submitted on September 22, 2025. The peer review team was on campus November 17-18, 2025. The team met with the Administrative Council, distance education leaders, the chancellor and chief financial officer, information technology and data access leaders, the Strategic Planning Committee, the president and board members, faculty, the chief academic and student affairs officers, and institutional research staff. They also held open forums focused on each criterion and a focused faculty session on long-term planning, assessment, program review, and syllabus and curriculum development. Finally, they reviewed compliance with federal rules with a specific focus on recruiting, admissions, and related enrollment practices.

Feedback provided during the exit interview was generally positive. The team lead noted that much progress has been made since the 2023 site visit and there is evidence of excitement about that progress, new leadership, and other positive developments.

Next steps include:

1. The campus provided requested follow-up and additional information.
2. The peer review team will deliberate.
3. Their report goes to the HLC staff liaison.
4. The chancellor and campus accreditation liaison officer (ALO) will receive an Error of Fact report. The report is confidential. The chancellor and ALO will have an opportunity to correct factual errors in the report.
5. HLC prepares an institution report.

6. If needed, university representatives will meet with HLC's Institutional Actions Committee (IAC).
7. The HLC board will vote in June on whether to lift the campus' probation status.

3. Planning

- a. **Strategic Plan.** Work on a new strategic plan has begun. Institutional research staff have collected data to help the Strategic Planning Committee (SPC) identify areas of focus, establish baselines, and set goals. Focus groups have provided input on the campus' strengths, weaknesses, opportunities, and threats. The SPC received a presentation on national trends affecting two-year institutions from EAB. Consultants are interviewing key stakeholders to develop themes more fully.

Preliminary themes include:

1. Enhance marketing
 2. Strengthen community/industry partnerships
 3. Align programs with regional needs
 4. Grow enrollment
 5. Strengthen budget position
 6. Clarify and enhance relationship with Springfield campus
 7. Maintain and enhance quality of student support
- b. **Strategic Enrollment Management (SEM) Plan.** West Plains staff have begun work on a new SEM plan. Springfield Vice President for Enrollment Management Dawn Medley and Assistant Vice President for Enrollment Management Jeremy Dickerson performed an on-site consultation on Monday, December 1, 2025. West Plains will complete its new plan no later than June 2026.
 - c. **Facilities Master Plan.** West Plains will partner with Springfield to develop a new facilities master plan after the completion of the campus' strategic plan. The work will take place during the 2026-27 academic year, with a goal of submitting it for final Board of Governors approval no later than June 2027.

4. **On-Time Completion of State-Funded Projects.** West Plains received an \$815,000 MoExcels grant from the state of Missouri to develop a vet tech program. MSU-WP staff are partnering with Springfield on the project. The new program has been approved by MSU-WP's Faculty Senate, the Board of Governors, and the Missouri Department of Higher Education and Workforce Development. The contract to renovate Drago Hall has been executed and the facility has been cleared so work can begin. A program director has been hired and is assisting with planning.

5. **Budget.** MSU-West Plains finished FY 2025 with a budget deficit. Factors that contributed to the deficit include lower than projected tuition income and over-budget spending in some areas. Some of the deficit will carry forward to FY 2026, the budget for which will likely be further stressed by lower tuition and fee revenue collections than budgeted for. The West Plains Administrative Council will work closely with Springfield to develop a detailed plan to address the FY 2026 shortfall based on final FY 2025 numbers and the Fall 2025 census. They will revisit the budget early in the new year based on Spring 2026 enrollment at census.
6. **Enrollment.** Staff are monitoring Spring 2026 enrollment closely.

Staffing

Updates for leadership positions include:

- **Associate Vice Chancellor (AVC) for Marketing and Communications.** Chad Corley started in this position on November 3, 2025. Mr. Corley brings more than 20 years of marketing experience to the role, including seven years working in higher education.
- **AVC for Information Technology.** David Young has announced his retirement from this position. His last day of employment will be January 9, 2026. Mr. Young's position is being held open until a decision about how to approach the role is made.



Report to MSU Board of Governors

Report to MSU Board of Governors

December 11, 2025

Phil Bridges, Chair of Staff Senate 2025-2026; philbridges@missouristate.edu

Staff Senate has been busy this fall, contributing to university initiatives, positively impacting the campus and surrounding community, and working to improve information flow to, from, and among university staff. Below is a summary of our work.

Activities Committee – Lots of football and partnership with Veteran’s Student Center

We had a tent at BearFest Village in partnership with Veteran’s Student Center on September 27th and Homecoming on November 15th. We held watch parties for the Wednesday evening away games in October. Next semester, the committee is planning several events for spring and will help with preparations for Staff Appreciation Week events.

Public Affairs Committee – Adopt-a-Street, donations and talks with leadership

The committee continued its Adopt-A-Street presence on Cherry Street east of campus, with cleanups on September 26th and December 8th. The committee also organized a donation drive for Foster Adopt Connect and coordinated Staff Senate’s collaboration with others gathering donations for the Bear Pantry. Next semester, the committee will host a leadership book club event with Provost Phillips early next year. The street cleanups will continue as well.

Staff Development Committee – Analyzing the staff satisfaction survey

The committee is working with the data from the Staff Satisfaction Survey and is in conversation with Human Resources about potential ways to expand professional development opportunities for staff.

Outreach Committee – Establishing lines of communication

The committee has prepared questions for second- and third-shift employees and will present them at the start-of-year meetings for Facilities Management and Safety to gather input.

Strategic Plan and “Institution of Choice” workgroups – Sharing information and setting priorities

The Strategic Plan workgroup is focusing on ways to communicate with staff about the Igniting Opportunity plan, gathering information from the workgroups and goal leaders and highlighting staff voices represented throughout the planning and implementation process, opportunities, and wins. The “Institution of Choice” workgroup is discussing and prioritizing ways to positively impact staff’s experiences and perceptions about working at MoState.

Staff Satisfaction Survey – Good response rate, similar, but slightly lower scores, lots of information

This survey goes out to staff every two years and was completed in October. I have included response data in my report. Our response rate was 57%, 10% higher than the previous survey (2023). In general, staff expressed

satisfaction on most criteria, with nearly 60% agreeing that they “are likely to retire from MSU.” Benefits, team dynamics, and connections to campus rated highest. Satisfaction with pay was the only question with a majority responding negatively. Questions on distribution of work responsibilities and perception of having meaningful input into decisions and policies showed mixed results. Most scores were similar but slightly lower than the 2023 survey. The Staff Development committee, Past Chair, and I are working with the data and we (chairs) will present the survey to University Council early next year.

Focus on communication – Opening up our meetings to hear from administrators others

At Staff Senate meetings, we have hosted President Williams, Provost Phillips, Dean Jahnke, VP Medley, Associate Provost Kelly Wood, Deputy CUI Theresa McCoy, Athletics Director Ransdell, and many more. We have met regularly with President Williams, VP Morris, leaders from Faculty Senate and Student Government Association and others. We appreciate each for sharing updates, taking questions, and giving time to connect with Staff and bring clarity to campus goings on.

I am thankful for the hard work of the Staff Senate Executive Board, the Senators, and the many additional staff who attend our meetings and events and the support for Staff Senate from the Board, administration, and so many across the university.

Staff Satisfaction Survey Results 2025

All Staff (57% Completion)	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Abstain	Verification
I am satisfied with my current rate of pay.	3%	19%	16%	32%	29%	< 1%	100%
My work is recognized and appreciated.	14%	44%	19%	15%	7%	< 1%	100%
My work is challenging, stimulating, and rewarding.	22%	53%	16%	5%	3%	< 1%	100%
I am satisfied with my opportunities for professional development.	17%	43%	19%	12%	8%	< 1%	100%
I am given sufficient opportunities to engage in leadership related activities.	17%	39%	23%	12%	7%	2%	100%
I feel stressed in my current position.	21%	27%	27%	17%	7%	< 1%	100%
Work responsibilities are appropriately distributed within my office.	12%	37%	19%	19%	12%	1%	100%
My office works to promote team cohesion.	23%	44%	15%	11%	6%	< 1%	100%
I feel that I can rely on my team members.	31%	42%	16%	7%	3%	1%	100%
I am comfortable bringing forward issues within my team.	27%	41%	14%	9%	8%	< 1%	100%
I enjoy working with my team.	38%	43%	13%	3%	2%	< 1%	100%
Important information is communicated to me.	17%	43%	18%	14%	7%	< 1%	100%
I feel my input is taken into consideration when decisions or policies are made.	13%	35%	23%	17%	11%	1%	100%
My supervisor allows me to participate in campus activities.	43%	43%	9%	2%	1%	2%	100%
Employee performance evaluations are fair and appropriate.	24%	38%	18%	9%	7%	4%	100%
I feel like my area is well managed.	27%	37%	16%	10%	9%	< 1%	100%
I have an adequate understanding of my benefits as an employee.	20%	62%	12%	4%	< 1%	< 1%	100%
I am satisfied with my ability to utilize accrued leave benefits.	31%	52%	8%	5%	2%	2%	100%
I am able to participate in campus activities and events that I'm interested in.	30%	50%	11%	5%	2%	2%	100%
I have the opportunity to interact with staff members outside my immediate department.	25%	47%	16%	8%	2%	2%	100%
I am satisfied with the employee benefits, not including pay, offered at MSU.	27%	52%	12%	6%	2%	< 1%	100%
Upward mobility is a possibility for me.	5%	21%	29%	25%	16%	4%	100%
I am likely to retire from MSU.	28%	30%	20%	8%	7%	7%	100%
I am currently looking for employment elsewhere.	4%	11%	23%	28%	30%	4%	100%
I am considering quitting.	5%	9%	18%	31%	33%	4%	100%
I prefer to work at MSU over any other employer in the Springfield area.	20%	34%	31%	8%	3%	4%	100%
How would you rate your overall satisfaction with your job?	15%	50%	21%	9%	4%	< 1%	100%

Student Affairs Report
Missouri State University Board of Governors
December 11, 2025

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 October include:

Bookstore:

2025 Grad Fair Event – Grad Fair was held on Oct 22 & 23 for December 2025 graduates. Approximately 400 students come through the bookstore to visit with the offices supporting the event, purchase regalia and to take advantage of 20% off BearWear and souvenirs! Sales rose 17% over last year's event, and we sold 23 graduation frames, doubling last year's performance. The Registrar, Grad College, Career Center, Alumni and other Bookstore vendors were here onsite to support our students. We provided a drawing with our grand prize of "reserved free parking" at commencement (2 winners, 1 each session)!

Homecoming 2025! – Homecoming week for the Bookstore was a successful week-long event. Over 3,600 BearWear and souvenir items were sold throughout the week. We processed approximately \$75,000 in sales while offering a 20% discount to all faculty, staff, students, alumni, fans and community members. We gave away over 170 "Promo Bears" to any customer that purchased over \$100 in a single transaction. The sales event was available in-store, online and at the football game.

Fund Raising Opportunity for Student Clubs/Organizations – Again, this fall 2025 semester the Bookstore worked with the Office of Student Engagement to provide an opportunity for student clubs and organizations to help with volunteer support at the football game locations. In exchange for the support, the organization "working" was provided funds to their club or organization for supporting/volunteering to assist. The funds raised were based on a percentage of sales, and up to the last event, all the student orgs that supported the events made more than the minimum guarantee of \$300 due to the increased sales at our 5 bookstore locations at the football games. A great way for student orgs to raise funds, and a win for the bookstore through partnership with the student groups!

Campus Recreation:

Recreational Sports - Missouri State University continues to strengthen its brand and visibility in the national Campus Recreation landscape through outstanding achievements in Recreational Sports. This fall, Ashley Sanders earned an automatic bid to the NIRSA National Flag Football Championship following an exceptional regional performance, placing MSU among top-tier programs nationwide. Additionally, Noel Duante was recognized by NIRSA for excellence in National Soccer officiating, further elevating Missouri State's reputation for developing high-caliber officials and competitive sport leaders. Together, these accomplishments reinforce MSU's growing prominence and peer recognition across the collegiate recreation community.

Outdoor Adventures - For the first time, every Outdoor Adventures trip sold out this fall, reflecting unprecedented student demand for immersive outdoor experiences and the strong impact these programs have on well-being, connection, and belonging. Trips included multiple hiking, rock climbing, kayaking trips with additional fly fishing and Fall beak experiences.

Fitness & Wellness – Our team is enhancing the faculty and staff experience by building on a long history of successful group exercise offerings. After piloting a new functional-movement-focused fitness program in Summer 2025 and continuing through the fall, participation and interest have grown significantly. Due to its popularity and positive feedback, this program is now being requested again for the upcoming spring semester.

Camps and Youth Programs - Parents' Night Out – Campus Recreation launched a new initiative this fall designed to support MSU faculty and staff by providing a reliable, engaging childcare option during evening hours. This program offers parents the opportunity to enjoy a worry-free night out while their children participate in supervised activities, games, and creative play led by our trained student staff. Early participation numbers and positive feedback

demonstrate a strong need on campus, and Parents' Night Out is quickly becoming a valued addition to our family-focused wellness offerings.

Dean of Students Areas:

Behavioral Intervention Team (BIT)

- The BIT has been very busy with 1176 Incident Reports, and 589 cases created so far, this academic year. One full-time Care Consultant, 2 part-time Care Consultants and a Graduate Assistant work to support each of these students' needs by providing resources aimed at improving opportunities to achieve student success.

Career Center

The Career Center hosted 4 major-specific career fairs this fall, serving 147 employers and 440 students.

- The Agriculture Career Expo on September 25th hosted 27 employers and 116 student attendees.
- The PK-12 Teacher Education Career Fair on September 25th hosted 55 employers and 94 student attendees.
- The Health Professions Career Fair on October 2nd hosted 46 employers and 116 student attendees.
- The CNAS STEM Expo on November 12th hosted 19 employers and 114 student attendees.

Counseling Center

- The Counseling Center doubled its number of clinical trainees this semester (from 4 to 8) which provides hands-on learning opportunities for graduate students in the counseling, psychology and social work departments, while simultaneously expanding clinic services for students on campus.
- Fall semester comparisons for FY25-FY26 (one year) and FY24-FY26 (two year).
 - Total sessions provided (so far) in Fall 25 is up 19% from Fall 24, and a total of 39% since Fall 23.
 - Individual students seen for counseling (so far) is up 17% from Fall 24, and a total of 36% since Fall 23.
- The Counseling Center has added tabling and outreach partnerships at athletics events. During our tabling event at an October football game, we estimate that our student interactions surpassed 200.

New Student Orientation and Parent Programs

- Spring Family Day 2026 will be April 18th.
- 1936 families interacted with the Family Programs office during the lead up to Family Weekend 2025. This included ordering tickets for events offered for family members and students such as the football game, Bear Family Tailgate, BearWear Bingo. This also included family members requesting parking passes for the weekend and asking questions. 545 people attended BearWear Bingo which was the highest number of people attending since we started having the event in 2023.
- Foster Rec hosted a 5K during Family Weekend this year, and it was very well received.
- We are interviewing 45 students to potentially hire as SOAR Leaders. There will be 16 returning SOAR leaders leaving us to hire 26 new SOAR Leaders.
- We will be hosting an on-campus Transfer Orientation on January 9th.

Veteran Student Services

- Staff and students from the Oldham Family Veteran Student Center handed out flags to attendees at the Veterans Day Breakfast on November 11, 2025.
- The Center's staff and students hosted a tent with Staff Senate during Homecoming and the Salute to Heroes game, where Harbel's generously donated 700 wings for the event.

Magers Health and Wellness Center:

Student Wellness Coordinator, Tena Reel, chairs our Missouri Partners in Prevention (PIP) grant program and has expanded that membership to include 20 campus partners. This grant provides an opportunity to share and collaborate on programs with a focus on health and wellbeing prevention efforts. An example of programming that the PIP grant supports is Pizza with Police. Tena, her Graduate Assistant and peer educators host events in each residence hall with our campus police. The focus is on alcohol and drug awareness, and prevention. Safety officers are on hand to ask questions and demonstrate the effect of alcohol using "drunk googles". The health promotion team teaches harm reduction prevention measures. Pizza and promotional items are funded by the PIP grant. Each Spring semester this

team visits all the residential houses, so the new students have an opportunity to meet our safety officers and learn effective prevention measures to help keep our students safe.

Employee Wellness Coordinator, Galen Marten, organized our annual Wellness and Benefit Fair held October 29th. Vendors including HR benefit vendors, community wellness vendors, and MSU departments participated. Magers Health and Wellness offered a flu vaccination clinic. This event is a collaboration between Magers Health and Wellness and Human Resources.

Magers Health and Wellness clinical focus for much of this quarter is supporting the employee health insurance incentive and employee wellness. Magers Health and Wellness promoted Biometric screenings all year and held two specific Biometric clinics. Magers Health and Wellness offered flu vaccines including clinics in the Alumni Center, Plaster Student Union, 2 clinics in West Plains, daily clinics at Magers Health and Wellness and our first ever evening clinic. As of 11-14-2025 we have 861 completed biometric screening recorded and 1,127 flu vaccines given. These screening and vaccination are to support employee wellness on our campus. These numbers will increase through the end of this year.

Plaster Student Union:

Fraternity & Sorority Life - On November 2, 2025, the Fraternity & Sorority Life Community welcomed the Upsilon Upsilon Chapter of Alpha Kappa Alpha Sorority Inc back to campus after 20 years and initiated 13 women into the sorority.

Student Engagement - The Office of Student Engagement hosted several large-scale events during the week of Homecoming, including its first ever Homecoming Kickoff event. Total attendance for the week of events was over 3200 students.

Center for Community Engagement - The Bear Pantry was awarded a \$3000 grant from *Swipe Out Hunger*, a non-profit that aims to end college student hunger. The grant will be used to purchase a new cooler for refrigerated items. The pantry has experienced 1333 visits, during the month of November, by 512 unique members of the MSU community.

Residence Life, Housing and Dining Services:

Residence hall reapplication for current students opened on October 14, 2025. On opening day 934 students reapplied to live on campus. Currently, 1386 students have reapplied to live on campus next year.

We hosted and incentivized residence hall and apartment open houses for current on-campus students during the month of September to provide an opportunity for students to view other buildings on campus in advance of reapplying to live on-campus next year.

We are expanding our incentive for returning students who select a private two-person room in Freddy or Wells. Their second year on campus a student can elect to have a private room for an additional \$800 per semester. Their third year will be an additional \$400 per semester and only an additional \$200 per semester during their fourth year living on-campus.

Student leaders traveled to Truman State University in Kirksville, Missouri to participate in the Midwest Association of College and University Residence Halls annual leadership conference. Our delegation secured the Spirit Award and other recognition including:

- Resident Staff Member of the Year
- Top 10 Education Session
- Molly Moo Initiative Pin (for providing meaningful insights in boardrooms)

Student Support and Opportunity Services:

Student Resource Center

- New Leadership Institute is starting. Applications are now open and available to all students. The first meeting is Feb. 6th. Landing page can be found here:
<https://www.missouristate.edu/StudentResourceCenter/leadership-institute.htm>
- Welcomed 500 students so far in the SRC events (excluding Belong B-Que; which was over 600 independently)
- Welcomed 100 students at Lunch & Learn Series (total of 8 sessions)
- Collaborated with Fraternity and sorority life on a donation drive for Homecoming
- Awarded 6 student organizations with funds for their Public Affairs initiatives through the Student Opportunity Fund

Access & Success

- Access & Success Programs won the Homecoming office decorating contest, took 1st in Walking in the Parade and 3rd in PSU Banner competition.
- Access Programs has 569 prospects for fall 2026, 142 of whom have applied for admission as of 11/14/25

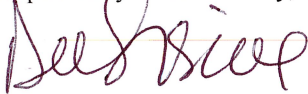
Public Affairs

The Office of Public Affairs co-sponsored their final event for the fall semester on Nov. 12th. It was a tribute event on Dr. Jane Goodall's legacy which included multiple anthropologic displays, interactive activities and a 55-minute film that captured Dr. Goodall's last words to the world in the docuseries "Famous Last Words." This event was in cooperation with MSU's Sociology, Anthropology and Gerontology Dept., Biology Dept. and the School of Earth, Environmental and Sustainability with over 100 students, campus members and the public in attendance.

TRIO

- TRIO has completed recruitment for the 2025-2026 year—Serving at capacity.
- Participants launched SEA Initiative within the SPS school district
 - Students for Educational Attainment (SEA)- helping address the education gap in lower socio-economic communities through peer mentorship
- TRIO is a finalist for the 2027 Schneider Foundation Grant
- Considering writing and submitting for the following TRIO grants in the next grant cycle
 - Upward Bound- renewal
 - Upward Bound Math Science – Health Alliance Partnership – new
 - McNair scholars - new

Respectfully submitted by,



Dr. Dee Siscoe,
Vice President for Student Affairs



EXTERNALLY FUNDED RESEARCH & PROJECTS REPORT
PREPARED BY THE OFFICE OF RESEARCH ADMINISTRATION
FISCAL YEAR (FY) 2025

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

In fiscal year 2025, Missouri State University was awarded \$40,581,528 to support projects in research, education and service. A total of 337 proposals were submitted.

2025

TABLE 1: SUMMARY OF SPONSORED RESEARCH & PROGRAMS ACTIVITY

Key Indicators	FY2025 Activity	% Change from FY2024
Proposals Submitted	337	6%
Funds Requested	\$94,041,642	6%
Named Investigators	113	5%
Grants & Contracts Awarded	283	8%
Funds Awarded	\$40,581,528	-60%

FY 2025 PROJECT HIGHLIGHTS

Faculty and staff from across many areas of the University complete innovative and unique projects due in part to the external funding they receive. The following is a sampling of grants and contracts awarded in fiscal year 2025:

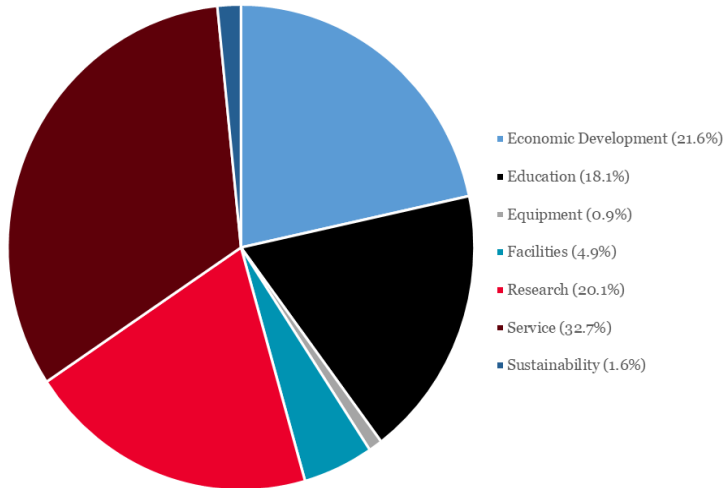
- **Michael Goerndt**, Associate Professor, and **William McClain**, Associate Professor of the School of Agricultural Science and Conservation and **Toby Dogwiler**, Director of the School of Earth, Environment and Sustainability, received **\$300,000** from the **US Department of Agriculture (National 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.

- **Andrea Hellman**, Professor of English, received **\$599,924** from the **US Department of Education** to disseminate best practices to school teams and develop educator capacity to support emerging bilingual student literacy development in both English and in their home languages.
- **Rachel Munday**, Executive Director of the efactory, received **\$380,500** from the **Missouri Technology Corporation** to ensure that entrepreneurs throughout the state have access to the physical infrastructure and resources required to launch and grow their businesses. More specifically, to provide flexible and below-market-rate commercial office space, including co-working spaces, specialized or sector-specific services and facilities.
- **Jaci McReynolds**, Associate Director – Communications & Public Health Transformation for the Ozarks Public Health Institute, received **\$549,228** from the **Missouri Foundation for Health** to build upon the highly regarded Springfield Community Focus Report, a volunteer-led publication, to create the Community Focus Report (CFR), a dynamic, collective impact program that brings reporting, data, and action to the greater Springfield region to create an environment in which everyone can thrive
- **Santimukul Santra**, Professor, and **Tuhina Banerjee**, Assistant Professor of Chemistry and Biochemistry, and **Mukulika Ghosh**, Assistant Professor of Computer Science, received **\$591,497** from the **US Department of Agriculture** to introduce new morphologically controlled bimetallic nanosensors as signal amplifying agents in portable paper-based LFA assay format with smartphone readout capability for the detection of foodborne pathogens including Salmonella.
- **Allen Kunkel**, Associate VP for Economic Development and Director of the Jordan Valley Innovation Center, received **\$5,238,000** from the **Missouri Department of Economic Development**. Funding will cover operational expenses to support the JVIC Advanced Manufacturing Node's continuing service to and advancement of the Missouri semiconductor manufacturing industry.
- **Kristine Grbac-Schomaker** in the School of Health Care Professions received **\$573,239** from the **Missouri Department of Elementary and Secondary Education** to assist with activities to support the implementation of House Bill 447 (RSMo 161.396). Activities include but are not limited to conducting needs assessments of local education agencies, system points of entry for Part C and charter schools, identifying and acquiring appropriate assessment tools and developing action plans to assure that resources are known and available to local education agencies.
- **Paula Moore**, Assistant Vice President of Global Education & Engagement, and **Jennifer Johnston**, ELI Teacher Training Program Director, received **\$265,398** from the **Institute of International Education** to increase the English fluency and teaching skills of Brazilian English teachers through a variety of courses and immersion experiences. Teachers will increase their level of English proficiency and learn new ways to teach English to better engage students in their classes in the public school systems across Brazil.
- **Christopher Craig**, Professor in the School of Special Education Leadership and Professional Studies received **\$849,464** from the **US Department of Education** via the **Missouri Department of Elementary and Secondary Education** to provide training and support to educators across the state of Missouri who teach students with autism spectrum disorder.
- **Jason Ray**, Director of the Center for Resource Planning and Management, received **\$624,069** from the **Southwest Missouri Council of Governments** to act as the administrative agent for SMCOG.
- **Rachel Munday**, Executive Director of the efactory, received **\$2,937,663** from the **US Department of the Treasury** via **Missouri Department of Economic Development** to expand access to capital, promote economic resiliency, create new jobs and increase economic opportunities for small businesses. This project is being supported, in whole or in part, by federal award number SSBCI-21031-0104 awarded to the State of Missouri by the U.S. Department of the Treasury.

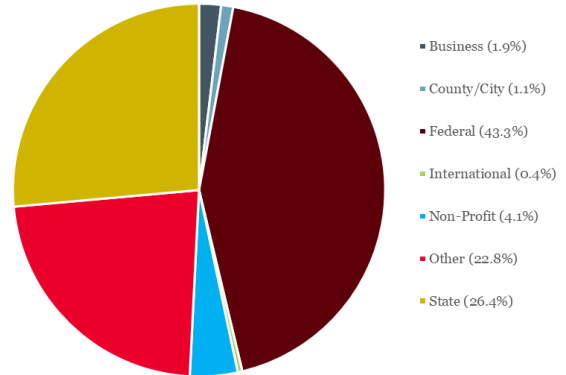
FY 2025 EXTERNAL FUNDING SUMMARY & TRENDS

In FY2025, federal agencies remain the leading source of grants and contracts. Our project types are diverse with the majority going towards service projects this year, followed by economic development, research, and then education.

AWARDS BY PROJECT TYPE

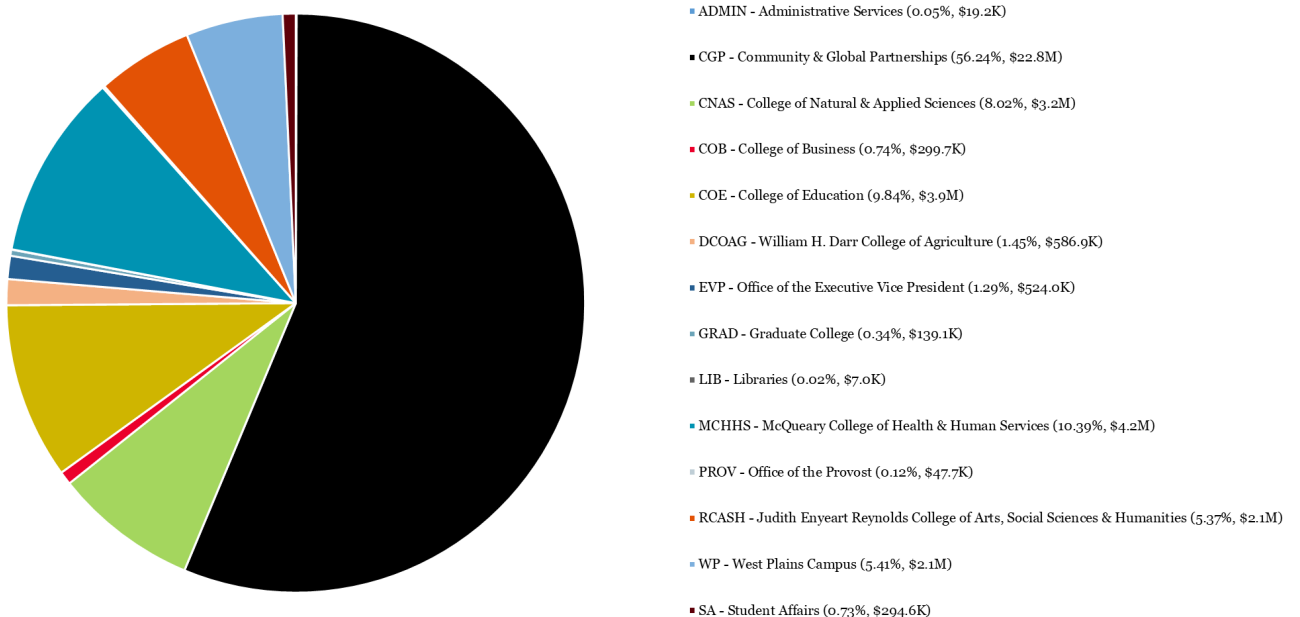


AWARDS BY SPONSOR TYPE



Eight of Missouri State's major units exceeded \$1 million in annual award funding, and University centers continue to be instrumental in acquiring external funding, with approximately \$21.5 million of the total funds awarded in FY 2025.

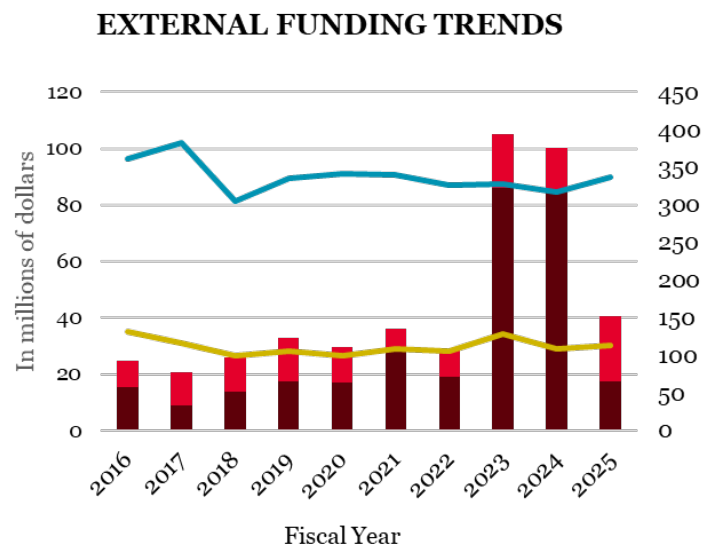
AWARDS BY UNIT



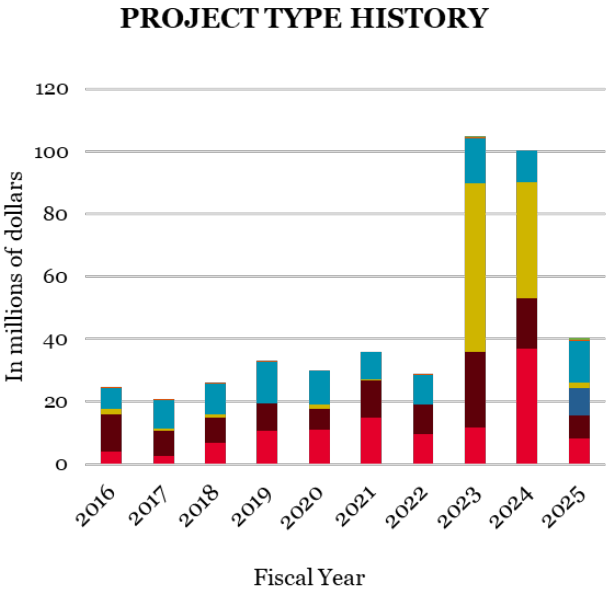
Missouri State University’s 2024-2025 Action Plan’s external funding goals:

- Maintain external funding through private support, grants, and sponsored contracts of \$55 million or more annually (\$40.5 million from Research Administration and \$30.9 million through the Foundation)

Table 3: HISTORY OF EXTERNAL FUNDING ACTIVITY WITHOUT CARES ACT FUNDING					
Fiscal Year	Proposals Submitted	Named Investigators Awarded	Total Awards	Total Requested (millions)	Total Awarded (millions)
2016	362	132	288	\$54.4	\$24.7
2017	383	117	285	\$54.2	\$20.5
2018	305	100	258	\$56.9	\$26.1
2019	336	106	292	\$48.0	\$32.8
2020	342	100	283	\$57.7	\$29.7
2021	340	109	289	\$79.9	\$35.9
2022	327	106	269	\$102.9	\$28.8
2023	328	128	292	\$121.1	\$104.9
2024	317	108	261	\$88.5	\$100.2
2025	337	113	283	\$94.0	\$40.5



- Nonfederal
- Federal
- Proposals Submitted
- Named Investigators Awarded



- Research
- Education
- Economic Development
- Facilities & Infrastructure
- Service
- Equipment

Missouri State University FY2025 Grant/Contract Activity by Unit

The numbers of faculty and staff applying and awarded grants and contracts by each unit is presented below. The College of Natural and Applied Sciences had the largest number (59) of faculty & staff applying for external funding. Community and Global Partnerships had the largest number (83) of awards, based on credit sharing values. Community & Global Partnerships (CGP) obtained the highest value of funding (\$22.8M), with the Jordan Valley Innovation Center receiving \$6.1M and the Center for Applied Science & Engineering bringing in \$4.4M of the funding for CGP for a total of \$10.5M.

Missouri State University 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	1	0	1	0	2	2	\$ 19,276	2	2	\$ 19,276
CGP -Community & Global Partnerships	8	0	8	0	34	34	\$ 5,186,926	30	30	\$ 5,186,926
CASE - Center for Applied Science & Engineering	5	0	2	0	26	8	\$ 4,409,651	15	7	\$ 4,409,651
CBED - Center for Business & Economic Development	3	0	3	0	15	20	\$ 5,194,063	14	17	\$ 5,181,563
ILTC - International Leadership & Training Center	3	0	3	0	6	6	\$ 1,655,206	5	5	\$ 1,655,206
JVIC - Jordan Valley Innovation Center	1	0	1	0	9	9	\$ 6,113,002	9	9	\$ 6,113,002
SBDC - Small Business Development Center	1	0	1	0	6	6	\$ 264,438	6	6	\$ 264,438
CNAS - College of Natural & Applied Sciences	0	50	0	23	103	37	\$ 2,292,369	65	30	\$ 1,883,407
BSFS - Bull Shoals Field Station	0	1	0	1	1	1	\$ 210	1	1	\$ 210
CRPM - Center for Resource Planning & Management	3	0	3	0	6	7	\$ 740,569	4	4	\$ 690,569
OEWRI -Ozark Environmental Water Research Institute	4	0	3	0	13	7	\$ 219,905	8	5	\$ 219,905
COB - College of Business	0	3	0	3	4	3	\$ 299,773	4	3	\$ 299,773
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
COE - College of Education	2	13	1	8	36	27	\$ 3,446,163	31	25	\$ 3,255,328
ATLL - Agency for Teaching, Leading and Learning	1	0	1	0	11	11	\$ 477,145	11	11	\$ 477,145
CRE - Center for Rural Education	0	2	0	1	3	1	\$ 70,000	2	1	\$ 70,000
ISI - Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
DCOAG - William H. Darr College of Agriculture	0	4	1	5	20	22	\$ 428,219	19	20	\$ 503,219
CGB - Center for Grapevine Biotechnology	1	1	1	1	4	3	\$ 127,498	1	2	\$ 127,498
MVEC - Mid-America Viticulture & Enology Center	1	2	1	2	5	5	\$ 31,252	5	4	\$ 31,252
EVP - Office of the Executive Vice President	0	0	0	1	0	1	\$ 524,004	0	1	\$ 524,004
GRAD - Graduate College	0	1	0	1	3	3	\$ 139,100	3	3	\$ 139,100
INFO - Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
LIB - Libraries	1	1	0	1	2	1	\$ 7,000	2	1	\$ 7,000
MCHHS- McQueary College of Health & Human Services	2	12	2	11	29	29	\$ 2,999,559	25	24	\$ 2,921,851
AHEC - Southwest Missouri Area Health Education Center	1	0	1	0	9	9	\$ 295,693	9	9	\$ 295,693
OPHI - Ozarks Public Health Institute	2	0	2	0	9	9	\$ 922,265	9	9	\$ 922,265
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 theProvost	0	1	1	0	1	1	\$ 47,709	1	1	\$ 954,175
RCASH - Judith Enyeart Reynolds College of Arts, Social Sciences & Humanities	0	15	0	15	29	30	\$ 1,311,084	25	25	\$ 1,069,623
CAR - Berniece S. Warren Center for Archaeological Research	1	1	0	1	16	12	\$ 867,292	16	12	\$ 867,292
CDR - Center for Dispute Resolution	0	0	0	0	0	0	\$ -	0	0	\$ -
CWCCC - Center for Writing in College, Career & Community	0	1	0	1	2	1	\$ 300	2	1	\$ 300
SA - Student Affairs	2	0	2	0	2	2	\$ 147,308	1	0	\$ -
CCE - Center for Community Engagement	0	0	1	0	0	1	\$ 147,308	0	1	\$ 294,616
WP - West Plains Campus	3	3	3	3	12	14	\$ 2,197,242	12	14	\$ 2,197,242
TOTAL	46	111	42	78	418	322	\$ 40,581,528	337	283	\$ 40,581,528

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

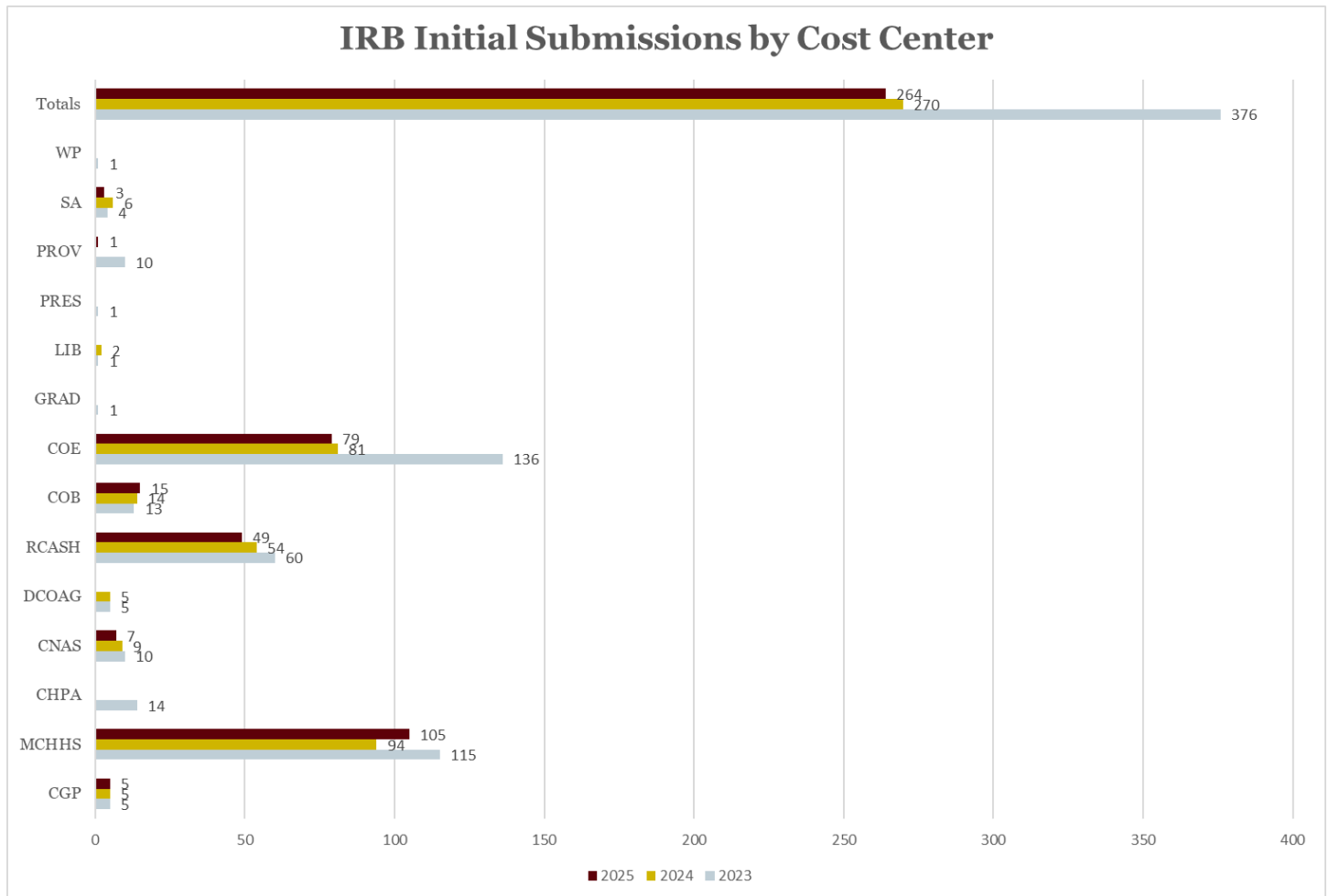
** **Actual** - proposals/awards will only be shown in the originating unit.

FY2025 OFFICE OF RESEARCH ADMINISTRATION (ORA) HIGHLIGHTS

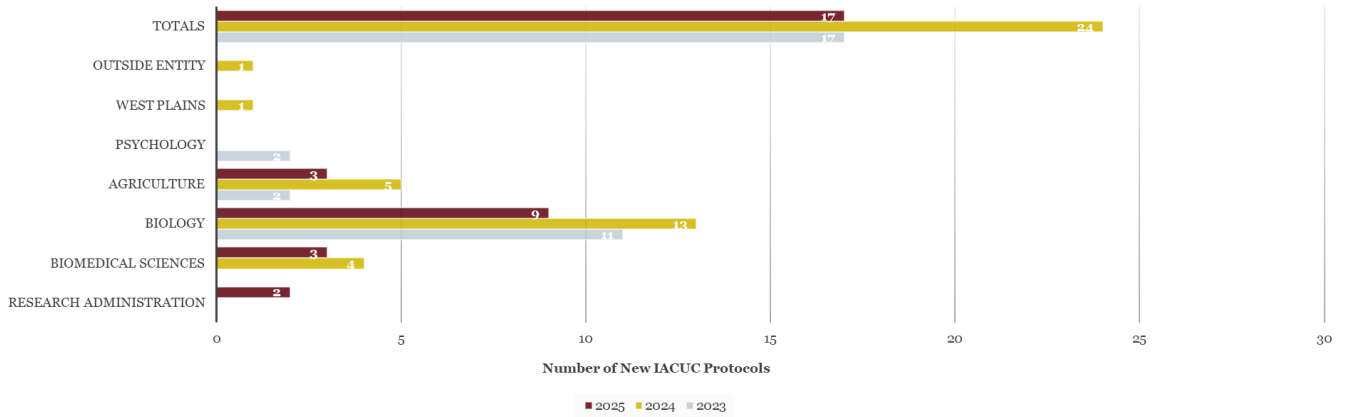
The ORA continues to support faculty and staff in their pursuit of external funding, in addition to considering ways to improve support of faculty and staff. The ORA offers monetary support for travel to send more faculty and staff to conferences focused on grant writing, legislative visits, and meetings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

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

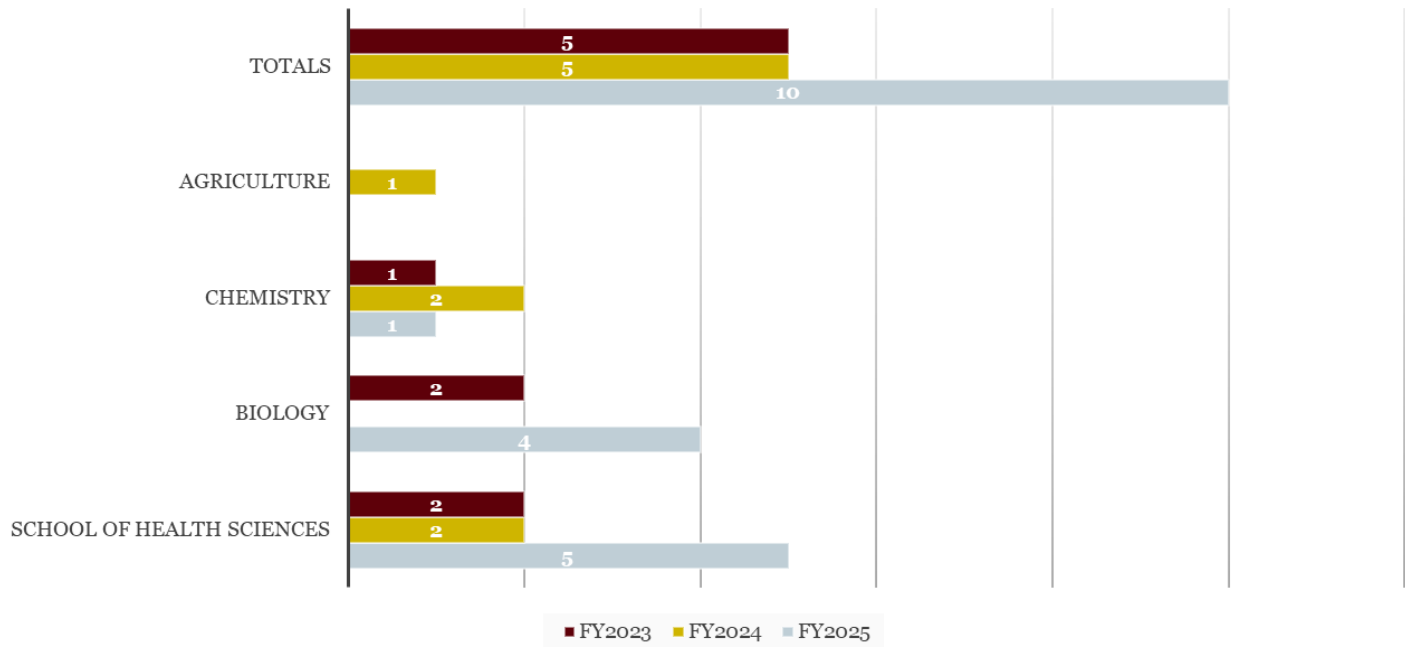
The research compliance committees, Institutional Review Board (IRB) and Institutional Animal Care and Use Committee (IACUC), are responsible for reviewing and approving human subjects and animal subjects research, respectively. In FY2025, the IRB reviewed 264 applications and the IACUC reviewed 17 new applications. Additionally, the Institutional Biosafety Committee (IBC) reviewed 10 new protocols. The following charts provide information on new submissions that occurred in FY2025, in addition to the totals from FY2023 and FY2024, for comparison.



IACUC PROTOCOL SUBMISSIONS



IBC Protocol Submissions



MORE INFORMATION

VISIT OUR WEBSITES:

missouristate.edu/research

ora.missouristate.edu

CONTACT:

Office of Research Administration
researchadministration@missouristate.edu
 417.836.5972

Information Services Written Report for the Missouri State University Board of Governors
Jeff Coiner – Chief Information Officer

The Information Services team has completed several important projects recently. Highlights include:

- **Cheek Hall Renovation:** Phase one of the Cheek Hall renovation is on schedule to be completed in February 2026. The new Network Center space in Cheek Hall is now fully operational and serving as the central hub for the University's Springfield campus facilities network. Staff have been extremely supportive during this phase. They are working in less-than-ideal conditions in spaces that will either be renovated during phase two or will not be renovated and have been set up temporarily with cubicles and open workspaces. The legacy data center in Cheek is officially offline. The UPS that was in the data center has been relocated to the Telecom data center in Blair-Shannon. A lot of planning and work was completed in the last year to prepare Cheek Hall for the next phase of the renovation, and I am very proud of the work the team accomplished.
- **Alliance for Healthcare Education Technology Requirements:** The technology for the Alliance has been operational during the Fall 2025 semester. We continue to collaborate with Alliance, CoxHealth, OTC, and SPS technology teams for ongoing support and in the design meetings for the new construction at the Cox North location.
- **Advising Toolkit for Learning & Academic Success:** We completed the development for the initial rollout of a custom software application, Advising Toolkit for Learning & Academic Success (ATLAS). The feedback we have received from staff and faculty has been very positive. We continue to enhance the functionality of ATLAS and expand the scope of information available. Several areas across the University system have access and are using ATLAS to provide better service to students. Both Springfield and West Plains student information is available in a single system. Student data and accompanying notes from many student facing areas are available.
- **Computer & Information Services policy updates:** Several Computer and Information Services operating policy updates have been completed and approved by the President's Cabinet. Including updates to the email, privacy, and acceptable use policies. The governing policy, G12.01 Information Assurance policy has also been updated and is on the agenda for approval for the December 2025 Board of Governors meeting. All policies have been updated with more current operating procedures and streamlined to improve intent and readability.
- **Support for Conference USA Transition:** We are working with Athletics and Administration to determine if there are offers through Conference USA for technology services that may benefit the University and the Athletic fund-raising efforts.
- **Strategic Plan Online Software:** The new strategic plan tracking software, SPOL, has been implemented and is in use tracking the work that is being done to implement the Igniting Opportunities strategic plan.
- **Windows 10 End-of-life replacement:** The University completed efforts to replace Windows 10 operating systems prior to its end-of-support in October 2025. This was a 2+ year effort to upgrade or replace personal computers across the University system. It was a huge team effort, and I am thankful for the support from the technical team and administration to get this across the finish line.

- **Account Management Improvements and Automation:** We are working on creating new, automated solutions that will be used to create and manage computer system accounts for the University. This effort is underway, and good progress is being made in the planning stage of this project. Some foundational technical changes are also being implemented, and early results have been promising.

These initiatives reflect our commitment to enhancing the infrastructure and technology that supports the University's mission and strategic goals.

Marketing and Communications Report

Missouri State University Board of Governors

Dec. 11, 2025

MarCom updates since the October 2025 meeting

Andrea Mostyn is serving as interim vice president for marketing and communications. Several members of the MarCom team are actively involved in leading or serving on strategic planning committees. The division continues to focus on enrollment marketing, implementation of the Igniting Opportunity strategic plan and elevating the university's reputation.

MarCom worked with the Refresh the Brand strategic plan work group to develop recommendations to guide brand implementation while we work with an agency to complete a brand refresh.

The following reports include:

- Social media report for October and November 2025.
- Web stats for September and October 2025.
- Media coverage report comparing athletic media coverage from August-November 2024 to August-November 2025.
 - This shows the significant increase in media mentions and geographic reach before and after joining CUSA.

Creative Services

The team produced the fall issue of COB Connection and the October alumni magazine. The alumni magazine featured the 20-year anniversary of the university's name change, a story about Art Hains and a College of Education special section. They developed admissions postcards for seniors and juniors and a Missouri State Access Award postcard, as well as Annual Fund mailings for Springfield and West Plains audiences.

Creative Services completed the 2025 Mind's Eye print issue and advanced work on Bear Stats, completing the 2023 online edition and printing and distributing the 2025 issue.

The team supported major events with invitations, programs and collateral, including the Kemper Hall Grand Opening, the Billy Long Advanced Technology Suites Naming Ceremony and the Choral Gala. Photography and video support included football (home

and select away games), West Plains campus scenes, Fall Showcase, free portrait days, sports media days, Homecoming events and other campus assignments.

Strategic Communication

The Strategic Communication team works to improve the reputation of the university through targeted public relations efforts, including news releases, media pitches, a hosted radio show and social media. Two members of the team completed Advanced Public Information Officer training through FEMA, strengthening the university's crisis communication capacity.

They continue to support recruitment, retention, campus engagement and advancement goals through social media. University accounts recently reached 56,000 followers on Instagram and 10,000 followers on TikTok, and student content creators are producing engaging content that highlights the Missouri State experience.

The digital marketing team is running campaigns to support enrollment, including overall and college campaigns at the undergraduate and graduate levels. They are partnering with Enrollment Management to align marketing goals, priorities and tactics with updated enrollment strategies.

Video Marketing

The team supported the State of the University Address by producing multiple videos and recording and posting the event. They produced "That's What Bears Do," a new university promotional video used during broadcast athletic events and for other institutional marketing needs.

They also produced "Igniting Opportunity: 2025 What's New at MSU," the flagship annual highlight video now in use by Admissions, Alumni Relations, International Programs and the academic colleges to support recruitment and reputation-building.

The team completed the 2025 Mind's Eye video series showcasing faculty research and creative activity. They continued student and president-led storytelling series, including MO State Mic'd Up and Campus Questions, and began production on "I Love My UniverCITY," a student-voiced video about Springfield. Major event coverage included football games during the transition to Conference USA, Homecoming activities and Board of Trustees events.

Web Strategy and Development (WSD)

The team is reworking the program search experience to improve how prospective students and families find academic offerings. They completed development of a cookie

consent solution and began implementing a banner across university sites to maintain compliance with web privacy regulations.

WSD updated and streamlined several key sites, including legislative advocacy, Student Success and nursing, and built a new community-focused MCHHS Clinic site scheduled to launch in January. They also continue search engine optimization (SEO) for AI by updating pages and metadata to strengthen how university content appears in AI-driven search tools.

A staff member was invited to present a CMS development workshop at the Modern Campus user conference in Chicago.

Missouri State








U N I V E R S I T Y

Missouri State University social media profile performance: October - November 2025

Profiles

Review your aggregate profile and page metrics from the selected time period.

↑ Ascending by Profile

Profile ▲	Audience	Net Audience Growth	Published Posts	Impressions	Engagements	Engagement Rate (per Impression)
Reporting Period	310,677	4,721	407	4,876,563	168,020	3.4%
Oct 1, 2025 – Nov 30, 2025	↗ 1.1%	↘ 27.7%	↘ 12.1%	↘ 18.1%	↘ 23.4%	↘ 6.5%
Compare To	307,428	6,526	463	5,955,535	219,383	3.7%
Aug 1, 2025 – Sep 30, 2025						
  Missouri State	11,176	813	49	363,753	35,121	9.7%
  Missouri State University	102,876	650	60	1,931,762	74,649	3.9%
  Missouri State University	140,158	2,505	17	209,051	8,112	3.9%
  missouristate	56,467	753	281	2,371,997	50,138	2.1%



September – October 2025

Analytics recap





Overview

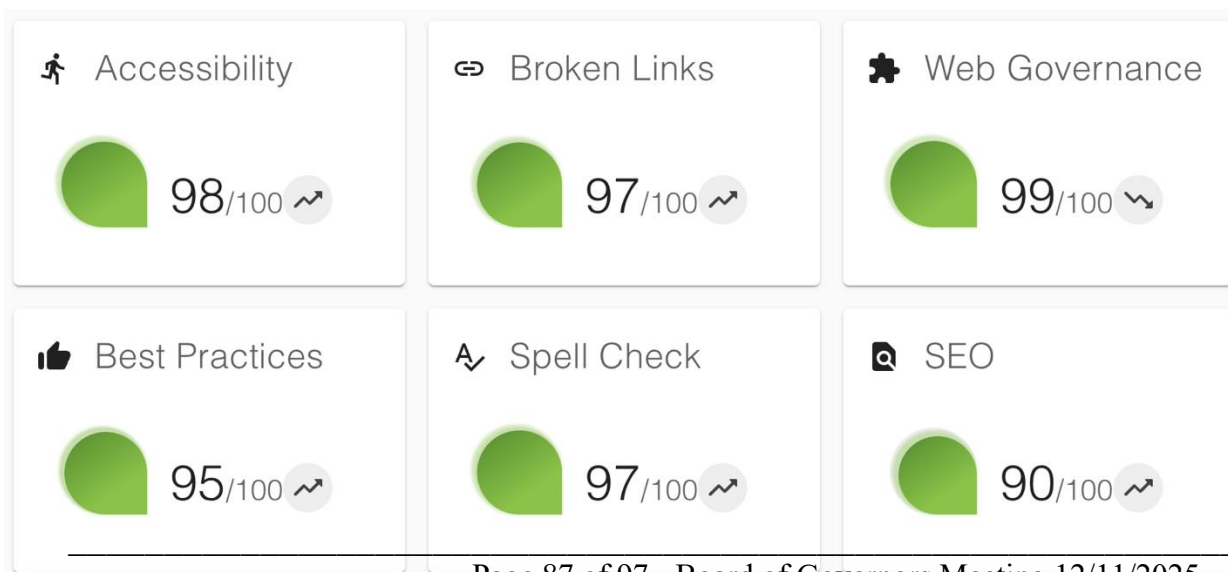
- Overall engagement remains strong at 91.22%, showing that most sessions qualify as meaningfully engaged.
- The homepage continues to perform well, with a 94.38% engagement rate.
- Traffic volume is high and steady across both September and October.
- User growth is solid, with 1.07M total users across both months and increasing new-user acquisition.
- Engagement depth is consistent, with 1.38 minutes of engaged time and 1.67 engaged sessions per user.

Overview	September	October	Totals	Average per month
Overall Engagement Rate	90.71%	91.73%	-	91.22%
Homepage engagement rate	97.03%	91.72%	-	94.38%
Views	2,050,269	2,051,292	4,101,561	-
Users	509,906	560,888	1,070,794	-
New users	429K	472,950	472,950	-
Average engagement time	1	1	-	1.38
Engaged sessions per user	2	2	-	1.67



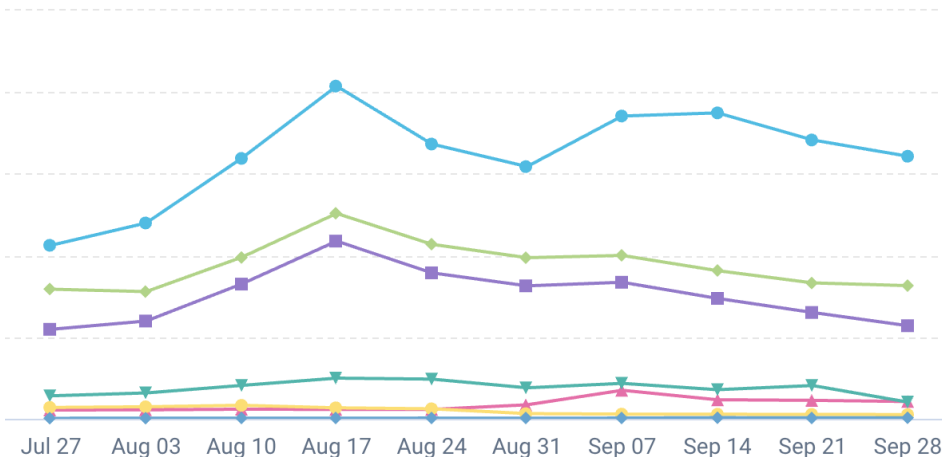
Site Health

- Overall site health is strong, with all categories scoring 90+, reflecting consistently high-quality governance and standards.
- Accessibility (98), Web Governance (99), and Broken Links (97) are standout, showing well-maintained structure, compliance, and user experience.
- SEO (90) and Best Practices (95) remain solid, and with our ongoing improvements to strengthen search visibility and technical performance, we expect these scores to increase in early 2026.



Traffic

- Organic traffic consistently leads all channels and is stable with seasonal trends.
- Direct and Referral traffic show similar patterns, with both rising in mid-August before gradually tapering off toward the end of September.
- Social, Paid, and Other channels remain low and stable, contributing smaller but steady portions of overall site traffic.
- Organic and AI referrals show the strongest engagement, with Organic leading at 87.77% and AI Referrals close behind at 81.06%, indicating highly engaged site visitors from search and AI-driven traffic.



Channel	
Organic	87.77%
Direct	66.2%
Referrals	63.49%
Others	74.41%
Social	47.82%
Paid	63.84%
AI Referrals	81.06%



Behavior

- Scroll depth remains strong, with large audiences consistently reaching the 75% and 90% marks across key pages.
- Homepage CTAs continue to perform well, averaging ~4,000 clicks per month.
- Internal link activity is a major engagement driver, with ~253K clicks per month.
- General form submissions are healthy at ~73K per month, signaling strong middle-funnel engagement.
- Application-focused actions remain steady, with new accounts and application submissions each month.

Event Count by total users	September	October	Totals	Average per month
Homepage CTA	3,184	2,710	5,894	3,929
75% scroll	224,858	196,503	421,361	280,907
90% scroll	143,317	127,675	270,992	180,661
Internal link clicks	202,514	176,915	379,429	252,953
form submits	57,052	52,860	109,912	73,275
slate form submits	1,083	1,177	2,260	1,507
slate application account created	3,423	3,506	6,929	4,619
slate application submits	3,598	3,577	7,175	4,783

SEO

- We're seeing steady growth in URLs appearing in search features and AI panels, with an increase of +11.
- Page 1 and featured results are showing similar momentum, up +21 overall.
- Top keywords and pages continue to reflect strong interest in admissions and academic programs.

Search Placements	
Page 1	114 +10
Page 2	53
Page 3	43
Features and AI panels	54 +11
Total	253
Total page 1+Features	168 +21

Top page general keywords	Top page program keywords
Mo state	Criminology graduate programs
What is Mo state	History education masters
MSU apply	Nursing school in Missouri
MSU application	Geophysics programs
MSU application portal	Masters in defense and strategic studies
Where is Missouri State	Archeology certificate
Missouri State tuition	Gerontology majors
MSU financial aid	Registered nurse programs
Missouri state university cost	BSN programs in Missouri
Missouri state admissions	Electronic arts degree
Apply to Missouri state	Esports certificate

Top pages
Home
Truth about pink salt-blog
Majors and programs
Future bears
Apply for admission
Future students
Application status
Catalog
Undergraduate Tuition, Cost
Dual Credit
Graduate Programs

Not in order of priority

Athletics - CUSA YTD 2024

Mention Analytics

Sections

August (687)

September (494)

October (538)

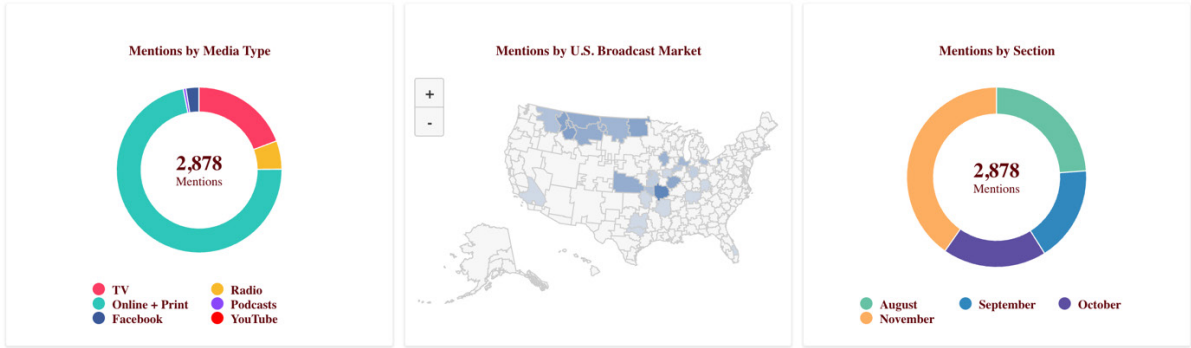
November (1159)



Athletics - CUSA YTD 2024

August, September, October and November 2024

Mention Analytics



Athletics - CUSA YTD 2025

Mention Analytics

Sections

August (876)

September (1819)

October (802)

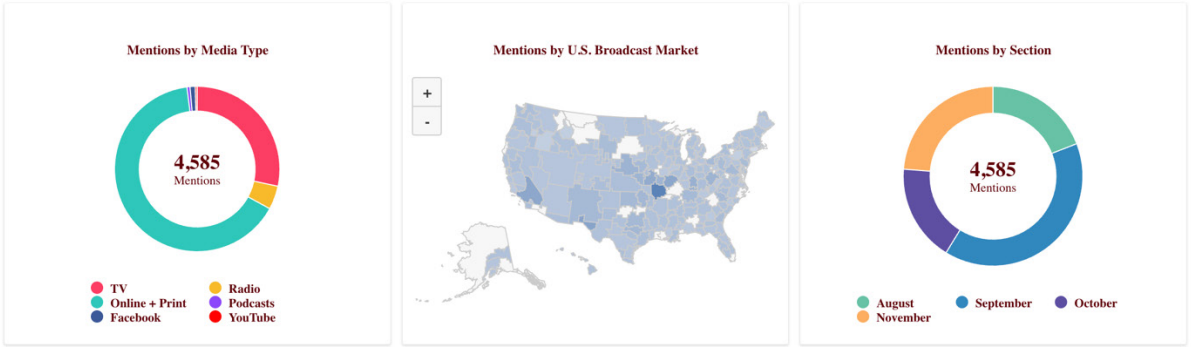
November (1088)



Athletics - CUSA YTD 2025

August, September, October and November 2025

Mention Analytics



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

		MONTHLY						YEAR-TO-DATE		
		<i>Designations under \$1,000</i>		<i>Designations \$1,000 and over</i>		<i>Totals for October</i>		<i>Running Totals</i>		
	<i>Year</i>	<i>No.</i>	<i>Amount</i>	<i>No.</i>	<i>Amount</i>	<i>No.</i>	<i>Amount</i>	<i>No.</i>	<i>Amount</i>	<i>Year</i>
Annual Gifts	FY 25	6,997	\$208,054	120	\$496,233	7,117	\$704,287	28,019	\$3,005,110	FY 25
	FY 26	8,105	\$299,143	189	\$774,366	8,294	\$1,073,509	31,059	\$3,689,249	FY 26
Capital Facilities	FY 25	11	\$664	3	\$106,701	14	\$107,365	57	\$910,858	FY 25
	FY 26	10	\$1,880	13	\$852,000	23	\$853,880	62	\$1,162,216	FY 26
One Time Gifts	FY 25	0	\$0	9	\$53,500	9	\$53,500	57	\$971,906	FY 25
	FY 26	0	\$0	25	\$399,322	25	\$399,322	76	\$1,141,208	FY 26
TOTALS	FY 25	7,008	\$208,718	132	\$656,434	7,140	\$865,152	28,133	\$4,887,874	FY 25
	FY 26	8,115	\$301,023	227	\$2,025,688	8,342	\$2,326,711	31,197	\$5,992,673	FY 26

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2025 TO 10/31/2025**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2025 TO 10/31/2025	TOTAL 07/01/2024 TO 10/31/2024
ALUMNI	\$15,962	\$740,338	\$159,206	\$3,317	\$307,954	\$1,226,777	\$1,202,472
FRIENDS	2,007	1,485,316	55,708	20,750	189,612	\$1,753,176	1,212,947
PARENTS	0	2,921	0	0	36,565	\$39,486	8,306
FOUNDATIONS	1,000	316,311	0	0	2,920	\$320,231	144,557
ORGANIZATIONS	7,451	554,468	603,353	0	0	\$1,165,272	650,800
BUSINESSES	1,132	738,775	163,875	117,578	466,371	\$1,487,731	1,668,792
GIFT TOTAL	<u>\$27,552</u>	<u>\$3,838,129</u>	<u>\$982,142</u>	<u>\$141,645</u>	<u>\$1,003,422</u>	<u>\$5,992,673</u>	<u>\$4,887,874</u>

**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 CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2025 TO 10/31/2025	TOTAL 07/01/2024 TO 10/31/2024
DEFERRED GIFTS	0	10,000	3,410,000	0	\$ 3,420,000	\$ 135,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$84M

FY 26 TOTAL PLEDGES RECEIVED TO DATE: \$1,606,320

	NUMBER OF DONORS 7/1/2025 TO 10/31/2025	NUMBER OF DONORS 7/1/2024 TO 10/31/2024
ALUMNI	3,994	3,382
FRIENDS	8,081	7,221
PARENTS	16	84
FOUNDATIONS	13	19
ORGANIZATIONS	141	120
BUSINESSES	253	355
TOTAL	<u>12,498</u>	<u>11,181</u>

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

		MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for September		Running Totals		
	Year	No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 25	6,909	\$228,287	106	\$521,416	7,015	\$749,703	20,902	\$2,300,823	FY 25
	FY 26	7,822	\$298,114	166	\$838,463	7,988	\$1,136,577	22,775	\$2,616,997	FY 26
Capital Facilities	FY 25	10	\$1,093	5	\$66,200	15	\$67,293	43	\$803,493	FY 25
	FY 26	8	\$1,337	4	\$20,799	12	\$22,136	39	\$308,336	FY 26
One Time Gifts	FY 25	0	\$0	28	\$135,570	28	\$135,570	48	\$918,406	FY 25
	FY 26	0	\$0	14	\$237,340	14	\$237,340	49	\$733,493	FY 26
TOTALS	FY 25	6,919	\$229,380	139	\$723,186	7,058	\$952,566	20,993	\$4,022,722	FY 25
	FY 26	7,830	\$299,451	184	\$1,096,602	8,014	\$1,396,053	22,863	\$3,658,826	FY 26

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2025 TO 09/30/2025**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2025 TO 09/30/2025	TOTAL 07/01/2024 TO 09/30/2024
ALUMNI	\$12,782	\$583,358	\$78,737	\$3,311	\$243,523	\$921,711	\$973,071
FRIENDS	1,434	469,381	39,476	20,721	154,318	\$685,161	980,403
PARENTS	0	2,921	0	0	14,396	\$17,317	3,320
FOUNDATIONS	1,000	184,710	0	0	2,920	\$188,630	76,497
ORGANIZATIONS	2,950	419,515	403,953	0	0	\$826,418	480,275
BUSINESSES	1,192	490,101	143,575	6,375	378,346	\$1,019,589	1,509,156
GIFT TOTAL	<u>\$19,358</u>	<u>\$2,149,986</u>	<u>\$665,741</u>	<u>\$30,407</u>	<u>\$793,503</u>	<u>\$3,658,826</u>	<u>\$4,022,722</u>

**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 CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2025 TO 09/30/2025	TOTAL 07/01/2024 TO 09/30/2024
DEFERRED GIFTS	0	0	0	0	\$ -	\$ 135,000

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$81M

FY 26 TOTAL PLEDGES RECEIVED TO DATE: \$1,215,517

	NUMBER OF DONORS 7/1/2025 TO 09/30/2025	NUMBER OF DONORS 7/1/2024 TO 09/30/2024
ALUMNI	3,413	3,025
FRIENDS	7,167	6,538
PARENTS	16	39
FOUNDATIONS	8	15
ORGANIZATIONS	96	85
BUSINESSES	173	269
TOTAL	<u>10,873</u>	<u>9,971</u>

XVII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 60-25
Approval of Appointments to the 2026
Executive Committee of the Board of
Governors

WHEREAS, the Bylaws of the Board of Governors requires the chair-elect of the Board to appoint committees of the Board; and

WHEREAS, the Bylaws require the appointment of the Executive Committee to be approved by the full Board of Governors.

NOW, THEREFORE, BE IT RESOLVED that the 2026 Executive Committee of the Board of Governors consist of Chair Melissa Gourley, Vice Chair Travis Freeman, Tim Francka, and Jeff Schrag.

Tim Francka
Board Chair

Passed at meeting of
December 11, 2025

Rowena Stone
Secretary to the Board

COMMENTS:

Membership of the other committees for 2026 as appointed by Chair Gourley shall be as follows:

1. Finance and Facilities Committee: All members of the Board of Governors (Chair Tim Francka);
2. Programs and Planning Committee: All members of the Board of Governors (Chair Anson Elliott);
3. Risk Management and Audit Committee: Travis Freeman (Chair), Melissa Gourley, Ann Kampeter, and Lynn Parman; and
4. Board Representative to the Missouri State University Foundation: Ann Kampeter

XVIII.

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,...”