



## Board of Governors Programs & Planning Committee Meeting

Robert W. Plaster Student Union, Ballroom East

Thursday, 5/8/2025

8:30 - 10:00 AM CT

- I. Roll Call Presented By: Governor Tim Francka
- II. Approval of Minutes Presented By: Governor Tim Francka
  - A. Approval of the minutes of the Programs and Planning Committee Meeting of February 20, 2025
    - II.A. Minutes of the Programs & Planning Committee Meeting of 2.20.2025 - Page 2*
- III. College and University Professional Association (CUPA) Report Update  
Presented By: Dr. Egon Heidendal, Associate Provost for Institutional Effectiveness, and Scot Scobee, Director of Human Resources
  - III. CUPA Report Update - Page 4*
- IV. 2025-2030 Strategic Plan Update Presented By: Strategic Planning Committee  
Co-Chairs Zora Mulligan, Executive Vice President, and Dr. Ken Brown, Chief Academic Strategy Officer
- V. Resolution Authorizing Closed Meeting, Pursuant to Sections 610.021(1), (2), (3), (6), (9), (11), (12), (13), (14) and/or (17) of the Revised Statutes of Missouri
  - V. Closed Meeting Resolution - PPC - Page 5*
- VI. Adjournment Presented By: Governor Tim Francka

II.A.

**MINUTES OF THE  
BOARD OF GOVERNORS PROGRAMS AND PLANNING COMMITTEE  
MISSOURI STATE UNIVERSITY  
THURSDAY, FEBRUARY 20, 2025**

Governor Ann Kampeter, Chair of the Programs and Planning Committee, called the meeting to order at 3:45 p.m. in the Plaster Student Union, Ballroom East, on the Missouri State University Springfield Campus in Springfield, Missouri.

**Roll Call**

Present – Ann Kampeter, Committee Chair  
Anson Elliott, Committee Member  
Tim Francka, Committee Member  
Travis Freeman, Committee Member (via Zoom)  
Melissa Gourley, Committee Member  
Lynn Parman, Committee Member (via Zoom)  
Jeff Schrag, Committee Member  
Chris Waters, Committee Member (via Zoom)

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

**Approval of Minutes**

Governor Kampeter called for a motion to approve the minutes of the December 12, 2024, Programs and Planning Committee meeting. Governor Tim Francka provided a motion, receiving a second from Governor Anson Elliott.

Motion passed 8-0.

**Darr College of Agriculture Strategic Plan Update**

Dr. Melissa Bledsoe, Dean of the Darr College of Agriculture, provided an update on the Darr College of Agriculture 2025-2030 Strategic Plan. Highlights of her presentation included a review of members of the steering committee, timeline, and five goals with initiatives that included:

- Enrollment
- Facilities

- Curriculum
- Student Experience
- People and Culture

### **Marketing Research Presentation**

Suzanne Shaw, Vice President for Marketing and Communications, presented on marketing research data received from SimpsonScarborough, a higher education marketing research company. Highlights of her presentation included a project overview, data collection details, and key takeaways that included changes wave-over-wave from data collected in 2019. The data indicated that Missouri State is making strides in enhancing its academic reputation and affordability perceptions and suggested that the university bridge the gap between perceived affordability and value by redefining and amplifying its “value proposition.”

### **Adjournment**

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

Motion passed 8-0.

Meeting adjourned at 4:54 p.m.

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Ann Kampeter  
Committee Chair

Passed at the meeting of  
May 8, 2025

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Rowena Stone  
Secretary to the Board

### III.

## College and University Professional Association (CUPA) Report Update

2024-25 Faculty and Staff Salary Comparisons					
Academic Year	Staff Comparison <sup>+</sup>	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2016-17	NA	88.9%	95.3%	95.6%	99.0%
2017-18	90.1%	87.5%	92.9%	96.4%	102.2%
2018-19	90.0%	86.2%	94.2%	93.5%	100.4%
2019-20*	91.0%	88.0%	96.4%	93.2%	99.8%
2020-21*	90.3%	85.8%	96.6%	92.8%	100.0%
2021-22*	91.1%	90.3%	101.2%	96.4%	102.6%
2022-23*	92.8%	85.7%	102.2%	99.9%	106.6%
2023-24 <sup>^</sup>	92.8%	83.9%	94.3%	98.2%	103.5%
2024-25 <sup>^</sup>	91.6%	88.0% <sup>°</sup>	84.6% <sup>°</sup>	97.6%	103.8%

\* Faculty comparison is to CUPA Public Doctoral/Professional Institutions

<sup>^</sup> Faculty comparison is to CUPA Public Doctoral/Professional and Master's: Larger Programs Institutions

<sup>+</sup> Staff compared to mid-point of MSU salary range

<sup>°</sup> CUPA no longer collects rank information on non-tenure track faculty, comparison is not weighted for rank starting in 2024-25.

Of note, the comparison on non-tenure track from 2024-25 to previous years can no longer be made. CUPA no longer collects rank information on these positions, where it did in previous collections. A detailed comparison based on years of service is provided instead to deans and faculty.

Faculty and Staff Salary Comparison Adjusted for Cost-of-Living					
Academic Year	Staff Comparison	Faculty Salary Compared to CUPA Peer Salary			
		Non-tenure Track		Tenured / Tenure Track	
		Average	Median	Average	Median
2024-25	98.9%	95.0%	91.3%	105.4%	112.1%

Cost-of-living adjustment based on regional price parity for Springfield MO MSA compared to the average regional price parity of institutional peers. Regional price parities were obtained from the U.S. Bureau of Economic Analysis. Value based on December 2024 reporting.

V.

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 the Programs and Planning Committee meeting of the Board of Governors to consider items pursuant to the [revised statutes of the State of Missouri 610.021](#):

- A. R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public governmental body...”
- B. R.S.Mo. 610.021(2). “Leasing, purchase or sale of real estate by a public governmental body...”
- C. R.S.Mo. 610.021(3). “Hiring, firing, disciplining or promoting of particular employees by a public governmental body...”
- D. R.S.Mo. 610.021(6). “Scholastic probation, expulsion, or graduation of identifiable individuals...”
- E. R.S.Mo. 610.021(9). “Preparation, including any discussions or work product, on behalf of a public governmental body or its representatives for negotiations with employee groups;”
- F. R.S. Mo. 610.021(11) and (12). “Specifications for competitive bidding...;” and “Sealed bids and related documents...;”
- G. R.S.Mo. 610.021(13). “Individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment...;”
- H. R.S.Mo. 610.021(14). “Records which are protected from disclosure by law;” and
- I. R.S.Mo. 610.021(18). “Confidential or privileged communications between a public governmental body and its auditor,...”