



Board of Governors Meeting
West Plains Civic Center, Magnolia Room
Friday, 6/21/2024
8:30 AM - 2:00 PM CT

I. Roll Call *Presented By: Governor Lynn Parman*

II. Approval of Minutes *Presented By: Governor Lynn Parman*

A. Approval of the open and closed meeting minutes of May 9, 2024

II.A. Open Minutes of the Board of Governors Meeting of May 9, 2024 - Page 5

III. Consent Agenda *Presented By: Governor Lynn Parman*

A. President

1. Approval of Employment Agreements for University Athletics

III.A.1. Approval of Employment Agreements for University Athletics - Page 12

B. Facilities and Equipment

1. Approval of Activity Report for the month of April 2024

III.B.1. Approval of Activity Report for the Month of April 2024 - Page 14

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 17

2. Approval of Actions Concerning Nonacademic Employees

III.C.2. Approval of Actions Concerning Nonacademic Employees - Page 60

3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2024

III.C.3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2024 - Page 77

4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2024

III.C.4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2024 - Page 120

5. Approval of FY2025 Additional Fringe Benefits to be Funded by Missouri State University

III.C.5. Approval of FY2025 Additional Fringe Benefits to be Funded by Missouri State University - Page 140

6. Approval of FY2025 Additional Fringe Benefits to be Funded by the Missouri State University Foundation

III.C.6. Approval of FY25 additional fringe benefits to be funded by the Missouri State University Foundation - Page 142

7. Approval of Amendments and changes to the Memorandum of Agreement between Missouri State University and Teamsters Local Union No. 245

III.C.7. Approval of Amendments and Changes to MOA between Missouri State University and Teamsters Local Union No. 245 - Page 144

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 147

2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices

III.D.2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices - Page 158

E. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.E.1. Approval of Actions Concerning Academic Employees - West Plains Campus - Page 177

2. Approval of Actions Concerning Nonacademic Employees

III.E.2. Approval of Actions Concerning Nonacademic Employees - West Plains Campus - Page 181

3. Approval of Expenditures to Implement Student-Approved Capital Projects

III.E.3. Approval of Expenditures to Implement Student-Approved Capital Projects - Page 182

4. Approval of Revisions to the Missouri State University-West Plains Faculty Handbook

III.E.4. Approval of revisions to the MSU-West Plains Faculty Handbook - Page 184

IV. Committee Reports

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

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

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

V. President's Report *Presented By: President Clif Smart*

A. Welcome and Meeting Overview

B. Approval of Employment of Chastity Hunt, Interim Director of Athletics

V.B.1. Approval of Employment of Chastity Hunt, Interim Director of Athletics - Page 193

C. Approval of Employment Agreements for Head Coaches

V.C.1. Approval of employment of Ryan Beard, Head Football Coach - Page 197

V.C.2. Approval of employment of Beth Cunningham, Head Women's Basketball Coach - Page 201

V.C.3. Approval of employment of Kasey Griffith, Head Coach of the University's intercollegiate softball team - Page 205

V.C.4. Approval of employment of Joseph Joey Hawkins, Head Coach of the University's intercollegiate baseball team - Page 219

VI. West Plains Campus *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

A. Making Our Missouri Statement – Grizzly Lofts *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

B. Faculty Senate Report *Presented By: Dr. Jason McCollom, Chair, Immediate Past Chair of Faculty Senate, West Plains*

C. Staff Senate Report *Presented By: Vickie Petkovic, Immediate Past Chair of the Staff Senate, West Plains*

D. Student Government Association Report *Presented By: Mo Totty, Student Body President, and Heath Johnson, Student Body Vice President*

E. Chancellor's Report

1. Enrollment Update

VII. Executive Vice President's Report *Presented By: Zora Mulligan, Executive Vice President*

A. Legislative Wrap-up

B. Enrollment Update

C. Alliance for Healthcare Education Update

VIII. Academic Affairs

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

1. Approval of No Revisions to the Faculty Handbook (Springfield Campus)

VIII.A.1. Approval of No Revisions to the Faculty Handbook - Page 234

2. Doctor of Education in Leadership, Learning, and Educational Change - Approval by the Higher Learning Commission

3. Office of Institutional Effectiveness

IX. Student Affairs

A. Student Body President Report *Presented By: Tamia Schiele, Student Body President; Collin Chastain, Student Body Vice President; and Sam Wang, Student Body Chief of Staff*

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

IX.B. Student Affairs Report - Page 235

X. Community and Global Partnerships

A. Office of Research Administration Report *Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships*

X.A. Office of Research Administration Report - Page 239

XI. Facilities and Equipment *Presented By: Matt Morris, Vice President for Administration and Finance*

A. Approval of bids and award of a contract to renovate the first and second floors at Kings Street Annex

XI.A. Approval of bids and award of a contract to renovate the first and second floors at Kings Street Annex - Page 243

XII. Financial

A. Approval of FY2025 Internal Operating Budget *Presented By: Matt Morris, Vice President for Administration and Finance*

XII.A. Approval of FY2025 Internal Operating Budget - Page 245

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

XII.B. Development Report - Page 246

XIII. Human Resources *Presented By: Matt Morris, Vice President for Administration and Finance*

A. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Polices

XIII.A. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Polices - Page 248

XIV. Inclusive Engagement (written report only)

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

XIV.A. Office of Inclusive Engagement Report - Page 270

XV. Information Services (written report only)

A. Information Services Report *Presented By: Jeff Coiner, Chief Information Officer*

XV.A. Information Services Report - Page 272

XVI. Marketing and Communications (written report only)

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

XVI.A. Marketing and Communications Report - Page 273

XVII. Staff Senate (written report only)

A. Staff Senate Report *Presented By: Laura Derrick, Chair of Staff Senate*

XVII.A. Staff Senate Report - Page 274

XVIII. Old Business

A. Approval of Replacement Policies G1.02 Conflict of Interest and Financial Disclosure
Presented By: Rachael Dockery, General Counsel and Vice President for Legal Affairs and Compliance

XVIII.A. Approval of Replacement Policies G1.02 Conflict of Interest and Financial Disclosure - Page 275

B. Report out on the 2023-2024 Action Plan *Presented By: President Clif Smart*

XVIII.B. 2023-2024 Annual Report - Page 284

XIX. New Business

A. Approval of the 2025 Missouri State University Board of Governors Meeting Schedule

Presented By: Governor Lynn Parman

XIX.A. Approval of the 2025 Board of Governors Meeting Schedule - Page 309

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

XX. Closed Meeting Resolution - Page 312

XXI. Adjournment *Presented By: Governor Lynn Parman*

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY, MAY 9, 2024**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Thursday, May 9, 2024, with Governor Lynn Parman, Chair of the Board of Governors, presiding. Governor Parman called the meeting to order at 1:00 p.m.

Roll Call

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

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

Approval of Minutes

Governor Parman called for a motion to approve the open and closed minutes of the February 16, 2024, meeting and open and closed minutes of the April 17, 2024, special meeting. Governor Tim Francka provided a motion, receiving a second from Governor Ann Kampeter.

Motion passed 8-0.

Consent Agenda

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

President

Approval of Employment Agreement(s) for University Athletics (Human Resources No. 1749-24)

Facilities and Equipment

Approval of Activity Report for the month of February 2024 (Activity Report No. 335-24)

Approval of Activity Report for the month of March 2024 (Activity Report No. 336-24)

Approval of proposal and award of contract to refurbish and renovate the main elevator at Carrington Hall (Bids & Quotations No. 1614-24)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1750-24)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1751-24).

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 533-24)

West Plains Campus

Approval of Employment Agreement(s) for University Athletics (West Plains Personnel No. 495-24)

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 496-24)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 497-24)

Approval of the New Academic Program for the Associate of Arts in Criminal Justice, with options in Criminology and Law Enforcement (West Plains Curriculum No. 108-24)

Approval of the New Academic Program for the Associate of Science in Information Technology (West Plains Curriculum No. 109-24)

Approval of Mrs. Margaret (Summers) Keister as the recipient of an Honorary Associate of Arts degree in General Studies from Missouri State University-West Plains (West Plains Awards No. 13-24)

Governor Chris Waters provided a motion for approval of the consent agenda, receiving a second from Governor Travis Freeman.

Motion passed 8-0.

Making Our Missouri Statement

City of Springfield Mayor Ken McClure proclaimed that May 9, 2024, as President Clif Smart Day in Springfield. Mayor McClure presented President Smart with a Key to the City and read a resolution outlining President Smart's contributions to the community.

Dr. Dee Siscoe, Vice President for Student Affairs, called upon Mary Ann Wood, Director of Public Affairs Support, to announce the recipients of the 2024-2025 Excellence in Public Affairs Awards. Faculty recipients included Dr. David Cornelison, Professor in Physics, Astronomy and Materials Sciences; Dr. Alan Tinkler, Associate Professor and Assistant Department Head of English; and Dr. Rebecca Woodard, Professor of Kinesiology. Staff recipients included Jennifer Johnston, English Language Institute Teacher Training Program Director, and Juli Panza, Director of Professional Education Services in the College of Education. Governor Parman recommended approval of the resolution to acknowledge the 2024-2025 Excellence in Public Affairs award recipients (Awards No. 113-24). Governor Francka provided a motion, receiving a second from Governor Kampeter.

Motion passed 8-0.

Committee Reports

Governor Waters reported out on the April 22, 2024, Risk Management and Audit Committee Meeting.

Governor Schrag reported out on the Programs and Planning Committee meeting held earlier in the day.

Governor Francka reported out on Finance and Facilities Committee meeting held earlier in the day.

President's Report

President Smart welcomed the Board to commencement weekend. He shared 3,078 students will graduate across three ceremonies on Friday, May 10, with 2,222 earning undergraduate degrees and 856 graduate degrees, of which 106 are doctorate degrees. He shared that on Saturday, 232 students will graduate with associate degrees on the West Plains campus.

President Smart called upon Brent Dunn, Vice President for University Advancement, to review a memorandum of understanding between Missouri State University and the Missouri State University Foundation. Mr. Dunn shared that it is a best practice to have an agreement in place to clarify the roles and responsibilities between the University and the Foundation. Rachael Dockery, General Counsel and Vice President for Legal Affairs and Compliance, provided an overview of the terms of the MOU. Ms. Dockery presented the resolution for approval of a memorandum of understand between Missouri State University and the Missouri State University Foundation (Agreement No. 476-24). Governor Anson Elliott provided a motion for approval, receiving a second from Governor Jeff Schrag.

Motion passed 8-0.

President Smart concluded his report by presenting a resolution for approval of former Missouri State University employees to be added to the Wall of Fame (Awards No. 114-24). President Smart reviewed the 2024 inductees: Cindy Barnett, Julie Ebersold, Nancy Schanda, Dr. Jack Knight, Dr. Belva Worthen Prather, and Dr. Ronda Ridinger. Governor Travis Freeman made a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Executive Vice President's Report

Zora Mulligan, Executive Vice President, provided an update on significant progress on the Alliance for Healthcare Education that included hiring an executive director and nearing completion of an agreement with a first "affiliate." Ms. Mulligan provided an enrollment update, sharing indicators for fall 2024 for first-time new in college student, continuing student, graduate student, and international student enrollment. She provided a FAFSA update, stating completion rates are down at the state and national level and the University is working on strategies to notify students about completing a FAFSA.

Ms. Mulligan concluded her report by providing a legislative update, highlighting recommendations from the Senate Budget Committee that include:

- a 3% increase in core funding
- \$1.85 million for the West Plains Allied Health Program
- \$1.6 million in one-time MoExcels funding to expand and enhance healthcare/mental health programs on the Springfield Campus and \$815,000 to expand vet tech/vet assistant programs on the West Plains Campus
- \$150,000 Missouri Returning Heroes Education Act Reimbursement
- \$17.5 million for the Judith Enyeart Reynolds Complex through capital projects funding

West Plains Campus

Dr. Dennis Lancaster, Chancellor of the West Plains Campus, provided a fall 2024 enrollment update with positive indicators for total credit hours, total enrollment, admissions, returning students, new students, and online credit hours. Dr. Lancaster concluded his report with a Higher Learning Commission accreditation update. He shared that the campus is focused on addressing concerns and next steps.

Academic Affairs

Dr. Elizabeth Walker, outgoing Chair of Faculty Senate, provided a report on happenings of Faculty Senate from the February, March, April, and May Senate sessions. She reviewed results of the Faculty Survey of Administrators, Success, and Engagement that included a focus for need on empowerment and representation, job security and working conditions, and pay and compensation. She concluded her report by providing an overview of curricular items for the 2023-2024 year.

Dr. John Jasinski, Provost, presented resolution of appreciation for Dr. Elizabeth Walker, outgoing Faculty Senate Chair (Recognition No. 22-24) for approval. Governor Waters provided a motion for approval, receiving a second from Governor Elliott.

Motion passed 8-0.

Dr. Jasinski introduced Dr. Melissa Bledsoe, newly appointed Dean of the Darr College of Agriculture.

Dr. Jasinski announced the recipients of the Missouri State Foundation Awards for Excellence:

- Foundation Award for Excellence in Teaching
 - Nichole Busdieker-Jesse – Senior Instructor, School of Hospitality and Agricultural Leadership, Darr College of Agriculture
 - Dr. Natasha DeVore – Assistant Professor, Chemistry and Biochemistry, College of Natural and Applied Sciences

- Dr. DeVore also received the Governor's Award for Excellence in Teaching
- Foundation Award for Excellence in Research
 - Dr. Cyren Rico – Associate Professor, Chemistry and Biochemistry, College of Natural and Applied Sciences
 - Dr. Seth Hoelscher – Associate Professor, Finance, Economics, and Risk Management, College of Business
- Foundation Award for Excellence in Service
 - Dr. Suzanne Walker-Pacheco – Professor, Sociology, Anthropology, and Gerontology, Reynolds College of Arts, Social Sciences, and Humanities
 - Kimberly Roam – Clinical Assistant Professor, School of Teaching Learning and Developmental Studies, College of Education

Dr. Jasinski concluded his report by providing an update on the Continuous Agility Process (CAP). Highlights of his report included key successes and ongoing work.

Student Affairs

Spencer Vreeland, Student Body President, provided a report on happenings of the Student Government Association and the student body. Highlights of his report included progress made on platform initiatives that included the creation of a commuter corner in Plaster Student Union, hosting the first Awareness and Food Sustainability Week, and hosting a Women in Leadership Mixer. The Student Government Association (SGA) presented a commendation to President Clif Smart for his dedication to SGA and the success of the organization. Mr. Vreeland introduced Tamia Schiele, incoming SGA President, Collin Chastain, incoming SGA Vice President, and Sam Wang, incoming Chief of Staff. Ms. Schiele shared information on platform initiatives for the next year that include prioritizing student voices, student feedback, and budget transparency. She shared that the platform was created with three pillars in mind pertaining to student advocacy, intentional engagement, and internal reform.

Dr. Dee Siscoe, Vice President for Student Affairs presented a resolution for approval of an offer of commendation to Spencer Vreeland for service as Student Body President (Recognition No. 23-24). Governor Francka provided a motion, receiving a second from Governor Schrag.

Motion passed 8-0.

Dr. Siscoe presented a resolution for approval of an offer of commendation to Elizabeth Simcoe for service as Student Body Vice President (Recognition No. 24-24). Governor Francka provided a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Dr. Siscoe presented a resolution for approval of Wyrick expenditures passed by a student vote April 2024 to be implemented in FY 2025 (Finance No. 1108-24). Governor Schrag provided a motion, receiving a second from Governor Freeman.

Motion passed 8-0.

The meeting recessed at 2:31 p.m. for a short break and resumed at 2:41 p.m.

Staff Senate

Laura Derrick, Chair of Staff Senate, provided a report on happenings of Staff Senate. Highlights of her report included accomplishments for the year and upcoming staff appreciation events.

Matt Morris, Vice President for Administration and Finance, presented a resolution for offer of commendation to Laura Derrick for service as 2023-2024 Staff Senate Chair (Recognition No. 25-24). Governor Waters provided a motion, receiving a second from Governor Francka.

Motion passed 8-0.

Facilities and Equipment

Mr. Morris presented a resolution for approval of consultant and authority to enter into an agreement for professional services in conjunction with the Judith Enyeart Reynolds Complex (Agreement No. 477-24). Governor Kampeter provided a motion, receiving a second from Governor Elliott.

Motion passed 8-0.

Inclusive Engagement

Dr. Algerian Hart, Assistant to the President for Inclusive Engagement, provided a report on the 2024 Collaborative Diversity Conference. Highlights of his presentation included an overview of the conference, sponsorships, panelists, programming, attendee information, and the Inclusive Excellence Gala and awards.

Foundation Review

Brent Dunn, Vice President for University Advancement, provided a development report from the Missouri State University Foundation through April 30, 2024. He shared that compared to this time last year, the university is close to the same in annual gifts, up in capital facilities funding, and down in one-time gifts.

New Business

President Smart presented a resolution for approval of recognition for Student Governor Bradley Cooper (Recognition No. 26-24). Governor Francka provided a motion, receiving a second from Governor Kampeter.

Motion passed 8-0.

Board members thanked Student Governor Cooper for his time serving on the Board and his dedication to the University. Student Governor Cooper thanked the Board and President Smart for their support.

Governor Lynn Parman presented a resolution for approval to award the Bronze Bear Award to Clifton M. Smart III (Award No. 115-24). Governor Francka provided a motion, receiving a second from Governor Waters.

Motion passed 8-0.

Board members made remarks and thanked President Smart for his leadership and dedication to the University. President Smart thanked the Board, his leadership team, and his wife, Gail.

Closed Session

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor Parman asked if a resolution authorizing a closed meeting of the Board was prepared. Thereupon, the following resolution was presented for consideration:

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

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

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

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

A roll call vote on the motion was as follows: those voting in favor – Governors Elliott, Francka, Freeman, Gourley, Kampeter, Parman, Schrag, and Parman; those voting against – none.

The open meeting recessed at 3:28 p.m. to go into closed session.

The open meeting reconvened at 4:07 p.m.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 4:08 p.m.

Lynn Parman
Board Chair

Approved at the meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1753-24

Approval of Employment

Agreements for University Athletics

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

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

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

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

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
David Clowney	Football	Assistant Coach	\$55,000 annual	New Hire
Courtney Dennison	Football	Assistant Coach – Inside Linebackers	\$78,000 annual	New Hire
Dalton Franks	Football	HS Football Relations	\$18.38 hourly	New Hire
Wesley Satterfield	Football	Assistant Coach	\$65,000 annual	New Hire

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ACTIVITY REPORT NO. 337-24
Approval of Activity Report for the
month of April 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for the month of April 2024, as presented by Planning, Design and Construction, be accepted and approved.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

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
April 2024**

This report documents activities managed by Planning, Design and Construction for the month of April 2024. 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.

April 1, 2024

**Third Floor Buildout of Building 4,
Jordan Valley Innovation Center**

Upon approval, a contract was signed with Paragon Architecture for professional services in conjunction with the third floor buildout of building 4 at Jordan Valley Innovation Center. Paragon Architecture 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 \$112,000.00. This project is being paid from the JVIC Third Floor Improvements budget funded by Housing and Urban Development Funds (\$112,000.00).

April 29, 2024

**FY24 Parking Lot Maintenance,
Springfield Campus**

**Project Budget
\$249,000.00**

Bids were received for FY24 parking lot maintenance on the Springfield Campus. Upon approval, a notice to proceed was issued to Springfield Striping and Sealing in the amount of \$198,399.80.

The bids received on this project are as follows:

Contractor	Base Bid	Alt. 1	Alt. 2	Total (Base Bid Only)
Springfield Striping & Sealing	\$198,399.80	\$25,629.81	\$26,272.95	\$198,399.80
Ball Paving, Inc.	\$208,900.00	\$22,255.00	\$25,400.00	\$208,900.00

The project budget has been established as follows:

Project Budget

Consulting Fees	\$0.00
Construction Contracts	\$198,399.80
Project Administration	\$7,500.00
Construction Contingency	\$43,100.20
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$249,000.00

This project includes repair and maintenance work for various parking lots on the Springfield Campus. Work includes removing and replacing small sections of asphalt that is broken, spalling, cracked, or deteriorating. After parking lot repairs are complete, each lot will be crack filled, sealed, and restriped. Work is scheduled to be completed by the fall 2024 semester.

Alternate 1 would have provided work on lot 21. Alternate 2 would have provided work on lot 34. These alternates were not accepted due to cost.

Unit prices were also received during bidding, and additional site work may be addressed based on unit prices as needs and funding are identified.

This project is being funded by the Parking Services (\$249,000.00) budget.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1754-24
Approval of Actions Concerning
Academic Employees

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

RANKED FACULTY APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Allison Adler	Assistant Professor Physical Therapy (12-month appointment)	\$87,000 annually	07/01/24
Bridger Falkenstien	Assistant Professor School of Mental Health & Behavioral Sciences	\$61,000 annually	08/12/24
Selin Guney	Assistant Professor Finance, Economics & Risk Management	\$100,000 annually	08/12/24
Shin Han	Assistant Professor School of Mental Health & Behavioral Sciences	\$62,500 annually	08/12/24
Evan Iacobucci	Assistant Professor School of Earth, Environment & Sustainability	\$67,250 annually	08/12/24
Cynthia Johnson	Assistant Professor English	\$59,500 annually	08/12/24
Meghan Kelley	Assistant Professor Biomedical Sciences	\$65,000 annually	08/12/24
Ginney Norton	Assistant Professor School of Special Education, Leadership & Professional Studies	\$57,000 annually	08/12/24
Andrew Wasserman	Assistant Professor Art & Design	\$68,500 annually	08/12/24
Sara Wilson	Assistant Professor School of Mental Health & Behavioral Sciences	\$59,000 annually	08/12/24

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Yi-Ping Chen	Visiting Assistant Professor Music	\$68,000 annually	08/12/24 05/09/25
Kristin Hamm	Instructor School of Accountancy	\$65,000 annually	08/12/24 05/09/25
Carey Kelley	Instructor History	\$50,000 annually	08/12/24 05/09/25
Shellie Myers	Instructor Mathematics	\$45,000 annually	08/12/24 05/09/25
Stephanie Urich	Clinical Instructor Public Health & Sports Medicine	\$48,500 annually	08/12/24 05/09/25

(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>
Jordan Belisle	Associate Professor School of Mental Health & Behavioral Sciences	05/10/24
Sarah Mellors	Associate Professor History	05/10/24
Dana Paliliunas	Associate Professor School of Mental Health & Behavioral Sciences	05/10/24
Maria Sepulveda Hinojosa	Instructor Languages, Cultures & World Religions	05/10/24
Amanda Smith	Assistant Professor Art & Design	05/10/24

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Clydette Alsup-Egbers	Associate Professor School of Agricultural Science & Conservation	05/10/24
Nancy Asay	Senior Instructor Technology & Construction Management	05/10/24
Georgianna Saunders	Associate Professor Biology	05/10/24
Elizabeth Rozell	Associate Dean College of Business Professor Management	07/31/24
Robert Pavlowsky	Distinguished Professor School of Earth, Environment & Sustainability	08/31/24

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Fan Zhou	Instructor Mathematics	01/16/24 05/09/24
Julia Ravenscraft	Assistant Professor School of Accountancy	08/19/24 12/12/24

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Haiying Yang	Assistant Professor Marketing	08/12/24 12/13/24

SABBATICALS:

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

Paul Ajuwon	Professor, School of Special Education, Leadership & Professional Studies Spring 2024 Complete research that is beneficial to our university and to the broader field of educational research particularly in braille literacy for STEM subjects.
Jimmie Allen	Associate Professor, Art & Design Fall 2024 Documenting the 2024 election throughout Missouri and surrounding states.
Matthew Calihman	Professor, English Spring 2025 Project 1: "Culture and Politics in the Black Academy of Arts and Letters 1989 – 1973. Project 2: "Richard O. Hatcher, Black Culture and Left Coalition Politics"
Kevin Evans	Professor, School of Earth Environment & Sustainability Spring 2025 Visualizing Missouri's geologic history: The Springfield Plateau.
Krista Evans	Associate Professor, School of Earth Environment & Sustainability Fall 2024 An Exploration of land banking policy and affordable housing in the State of Missouri.
Lyle Foster	Assistant Professor, Sociology, Anthropology & Gerontology Spring 2025 Work on expansion of the Springfield-Greene County African American Heritage Trail.
Maria Gerasimchuk-Djordjevic	Assistant Professor, Art & Design Spring 2025 The Trauma of Witnessing: Visual processing of the war in Ukraine.
Mark Given	Associate Professor, Languages, Cultures & Religions Academic Year 2024/2025 To work on the Galatians Project.

Lanya Lamouria	Associate Professor, English Fall 2024 Writing 1) an article on the politics of race in two understudied early-Victorian Novels and 2) a proposal, in collaboration with Dr. Sunayani Bhattacharyafor, for an edited collection of essays on the development of the English-language novel in the British colonies.
Saibal Mitra	Professor, Physics, Astronomy & Materials Science Fall 2024 Development of novel materials for anode application in Li-ion batteries.
Sarah Panzer	Associate Professor, History Academic Year, 2024/2025 Dreaming of Home: German-Austrian POW's in Japan during the first World War.
Steven Senger	Associate Professor, Mathematics Academic Year 2024/2025 Finite point configurations research and STEM outreach through synthesizers.
Jin Seo	Assistant Professor, Art & Design Spring 2025 Enamel Sculpture Series Examining the Idea of the Body and Identify.
Abby Templer Rodrigues	Assistant Professor, Sociology, Anthropology & Gerontology Spring 2025 Writing a book that will focus on rethinking creativity-based development.
Suneeta Thomas	Assistant Professor, English Fall 2024 Unpacking experiences of race, class, and English language use in a foreign Demographic of the United Arab Emirates.
Andrew Twibell	Associate Professor, Communication, Media, Journalism & Film Fall 2024 Series 150 is a long-form narrative anthology film that incorporates & expands On the past five years of my creative work with elements of its preproduction, production, and post-production to commence during Fall 2024.

Ximena Uribe-Zarain	Associate Professor, School of Special Education, Leadership & Professional Studies Academic Year 2024/2025 Address the pressing literacy challenges in Mexico. Her collaboration with the Zorro Rojo Foundation, combined with her proposed mixed-methods study, promises to yield transformative insights into both teacher training and student learning outcomes.
Alicia Walker	Associate Professor, Sociology, Anthropology & Gerontology Spring 2025 Research Topic: Extraordinary Sexual Experiences & Women in Involuntarily Sexless Marriages.
Jianjie Wang	Professor, Biomedical Sciences Fall 2024 The role of P2Y2 receptor in vascular biology and glucose metabolism.
Margaret Watson	Associate Professor, Sociology, Anthropology & Gerontology Academic Year 2024/2025 Work on project: Eden Village: Evaluation Study Book Project.
Nicole West	Associate Professor, School of Special Education, Leadership & Professional Studies Spring 2025 Work on research that is deeply rooted in the experiences of black women in postsecondary education and the development of critical cultural theories, promises to bridge critical gaps in the literature.
Shannon Wooden	Professor, English Fall 2024 Cultivating Curiosity: an exploration of interdisciplinary research methods pedagogy.
Keiichi Yoshimatsu	Associate Professor, Chemistry & Biochemistry Fall 2024 Development of new polymerized peptides for therapeutic applications.

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Michelle Harvey	Assistant Professor Theatre & Dance From: \$58,038 annually To: \$61,000 annually	Salary Adjustment	04/08/24
Melissa Bledsoe	From: Interim Dean Darr College of Agriculture Associate Professor Agriculture \$80,295 annually (\$5,294 monthly supplemental) (12-month appointment) To: Dean Darr College of Agriculture Associate Professor Agriculture \$164,000 annually (12-month appointment)	Status Change	05/01/24
Catherine Jolivette	From: Professor Art & Design To: Faculty Emeritus Art & Design	Status Change	05/01/24
John Jasinski	Provost Provost Office From: \$252,000 annually To: \$325,000 annually	Continuation of Appointment & Salary Adjustment	06/01/24 06/30/25
Rachel Moore	Clinical Assistant Professor Communication Sciences & Disorders (12-month appointment)	Change in Start Date	06/03/24
Ismet Anitsal	Department Head Professor Marketing From: \$162,416 annually To: \$172,417 annually	Continuation of Appointment & Salary Adjustment	07/01/24 06/30/29

Andrew Baker	From: Assistant Professor School of Teaching, Learning & Developmental Sciences \$65,031 annually (9-month appointment) To: School Director Assistant Professor School of Teaching, Learning & Developmental Sciences \$125,000 annually (12-month appointment)	Status Change	07/01/24
Michael Bird	From: Department Head Kinesiology Professor Health & Physical Education \$127,050 annually (12-month appointment) To: School Director School of Health Care Professions Professor Health & Physical Education \$133,050 annually (12-month appointment)	Status Change	07/01/24
Sapna Chakraborty	From: Department Head Associate Professor Occupational Therapy \$122,090 annually To: Program Director School of Health Care Professions Associate Professor Occupational Therapy \$130,000 annually	Status Change	07/01/24

Shannon Hauschildt	From: Associate Professor Physician Assistant Studies \$100,803 annually (12-month appointment) To: Associate Professor Physician Assistant Studies \$127,500 annually (12-month appointment)	Status Change	07/01/24
Tona Hetzler	From: Department Head Public Health & Sports Medicine Professor Sports Medicine & Athletic Training \$137,580 annually (12-month appointment) To: School Director School of Health Sciences Professor Sports Medicine & Athletic Training \$143,580 annually (12-month appointment)	Status Change	07/01/24
Marcia Himes	From: Interim Department Head Associate Professor Physical Therapy \$103,839 annually (\$1,180 monthly supplemental) To: Program Director Associate Professor Physical Therapy \$120,000 annually	Status Change	07/01/24
Tamera Jahnke	Dean College of Natural & Applied Sciences Professor Chemistry From: \$175,530 annually To: \$179,612 annually	Reappointment & Salary Adjustment	07/01/24 06/30/29

Bernard Kitheka	<p>From: Associate Professor Kinesiology McQueary College of Health & Human Services</p> <p>To: Associate Professor School of Earth, Environment & Sustainability College of Natural & Applied Sciences</p>	College & Department Change	07/01/24
Yating Liang	<p>From: Professor Kinesiology McQueary College of Health & Human Services</p> <p>To: Professor School of Hospitality & Agricultural Leadership Darr College of Agriculture</p>	College & Department Change	07/01/24
Marjorie Shavers	<p>From: School Director School of Special Ed Leadership & Professional Studies Associate Professor Education Administration \$126,420 annually (12-month appointment)</p> <p>To: Associate Dean College of Education Associate Professor Education Administration \$146,000 annually (12-month appointment)</p>	Status Change	07/01/24

Joshua Smith	<p>From: Interim Department Head Professor Biomedical Sciences \$100,964 annually (\$1,737 monthly supplemental)</p> <p>To: Program Director Professor Biomedical Sciences \$105,964 annually</p>	<p>Status Change & Salary Adjustment</p>	<p>07/01/24 06/30/26</p>
Alan Tinkler	<p>From: Associate Professor English \$70,410 annually</p> <p>To: Department Head Associate Professor English \$125,243 annually</p>	Status Change	07/01/24
Linda Moser	<p>From: Department Head Professor English \$134,971 annually (12-month appointment)</p> <p>To: Professor English \$98,979 annually (9-month appointment)</p>	Status Change	08/01/24
Alana Mantle-Kozlowski	<p>From: Department Head Professor Communication Sciences & Disorders \$126,525 annually (12-month appointment)</p> <p>To: Professor School of Health Care Professions \$92,000 annually (9-month appointment)</p>	Status Change	08/01/24

Elizabeth Rozell	<p>From: Associate Dean College of Business Professor Management</p> <p>To: Faculty Emeritus College of Business</p>	Status Change	08/01/24
Carolyn Shand-Hawkins	<p>From: Instructor Mathematics</p> <p>To: Faculty Emeritus Mathematics</p>	Status Change	08/01/24
J. Dane Wallace	<p>Instructor Languages, Cultures & Religions</p> <p>From: \$36,750 annually (75% FTE)</p> <p>To: \$46,000 annually (100% FTE)</p>	Status Change	08/01/24
Jacob Miles	<p>From: Career Resources Specialist Career Center GR 42, \$41,900 annually (Staff position)</p> <p>To: Instructor Mathematics \$46,000 annually (9-month faculty appointment)</p>	Status Change	8/12/24
Robert Pavlowsky	<p>From: Distinguished Professor School of Earth, Environment & Sustainability</p> <p>To: Faculty Emeritus School of Earth, Environment & Sustainability</p>	Status Change	09/01/24

REAPPOINTMENTS:

Non-tenured, unranked faculty, effective August 12, 2024 through May 09, 2025, unless otherwise noted.

DARR COLLEGE OF AGRICULTURE

School of Agriculture Science and Conservation

Li-Lin Chen	Clinical Instructor (07/01/2024 – 06/30/2025)
Natalie Mook	Instructor
Shianne Moreland	Instructor
Jennifer Morgenthaler	Clinical Instructor (07/01/2024 – 06/30/2025)
Maciej Pszczolkowski	Research Professor (07/01/2024 – 06/30/2025)
Steven Schneider	Instructor
Karl Wilkerson	Research Professor (07/01/2024 – 06/30/2025)

School of Hospitality and Agricultural Leadership

Matt Bekebrede	Instructor
Nichole Busdieker-Jesse	Senior Instructor
Clara Dickinson	Instructor
Katelyn McCoy	Instructor (07/01/2024 – 06/03/2025)
Wajeana White	Instructor

REYNOLDS COLLEGE OF ARTS, SOCIAL SCIENCES & HUMANITIES

Department of Art & Design

Megan Fraenhoffer	Instructor
Andrew Goodwin	Artist-in-Residence

Department of Communication, Media, Journalism & Film

Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Tyler Curran	Instructor
Jack Dimond	Senior Instructor
Jason Howard	Senior Instructor
Jerri Kyle	Senior Instructor
Taleyna Morris	Senior Instructor
Kristen Stouthart	Instructor

Heather Walters

Senior Instructor

School of Criminology & Criminal Justice

Paula Rector

Senior Instructor

Caryn Saxon

Senior Instructor

Ivy Yarckow-Brown

Senior Instructor

Department of English

Angela Bell

Visiting Associate Professor

Sara Burge

Senior Instructor

Joel Coltharp

Instructor

Tracy Dalton

Senior Instructor

Sean Herring

Practitioner-in-Residence

Amy Knowles

Clinical Assistant Professor

Darcy Lewis

Instructor

Lori Rogers

Senior Instructor

Keely Scott

Instructor

Judy Tarbox

Instructor

John Turner

Senior Instructor

Department of History

Heather Haynes

Clinical Instructor

Ryan Smith

Instructor

Department of Language, Cultures & Religion

Amy Artman

Senior Instructor

Kristin Harper

Instructor

Melanie Kleeschulte

Instructor

Luis Lombilla

Senior Instructor

Jeffrey Loughary

Instructor

Micki Pulleyking

Senior Instructor

Weirong Schaefer

Senior Instructor

Corinne Shirley

Senior Instructor

J. Dane Wallace

Instructor

Department of Music

Kyle Aho

Senior Instructor

Martin Morrison

Instructor

Parker Payne

Artist-in-Residence

Vicky Scott

Senior Instructor

Department of Political Science & Philosophy

Nick Beatty

Instructor

Michael Boyle

Senior Instructor

Department of Sociology, Anthropology & Gerontology

Jason Shepard

Senior Instructor

Department of Theatre & Dance

Brittney Banaei

Instructor

Eryn BrooksBrewer

Artist-in-Residence

Kathleen Hains

Artist-in-Residence

Aaron Mayer

Artist-in-Residence

Brandon Russell

Artist-in-Residence

COLLEGE OF BUSINESS

School of Accountancy

Kyle Goodin

Instructor

Kristen Thornton

Instructor

Department of Finance, Economics & Risk Management

Jana Ault-Phillips

Clinical Assistant Professor

Julie Gallaway

Senior Instructor

Jihyun Kim

Instructor

Russell Meek

Senior Instructor

Sandra Meyers

Clinical Assistant Professor

Anthony Naayem

Instructor

Department of Information Technology & Cybersecurity

Michael Albritton

Instructor

Todd Daniel

Instructor

Karen Eisman

Instructor

Radhika Kaula

Senior Instructor

Jennifer Lowenthal-Hershey

Instructor

Raju Mainali

Instructor

Jason Speer

Instructor

Cathryn Van Landuyt

Senior Instructor

Department of Management

Dana Frederick

Senior Instructor

Katherine Haring
Sherress Hicks

Instructor
Clinical Assistant Professor

Department of Marketing

David Hammons
Courtney Pham
Carly Pierson

Senior Instructor
Senior Instructor
Senior Instructor

Department of Merchandising & Fashion Design

Katy Jessee

Instructor

Department of Technology & Construction Management

Nancy Asay
JaLynn Hill
David Joswick
Marciann Patton
Dustin Steiro

Senior Instructor
Senior Instructor
Senior Instructor
Senior Instructor
Clinical Assistant Professor

COLLEGE OF EDUCATION

School of Special Education, Leadership & Professional Studies

Marcia Dowdy
Karen Engler

Instructor
Clinical Professor
(07/01/2024 – 06/30/2025)
Clinical Assistant Professor
(07/01/2024 – 06/30/2025)

Michael Goeringer

Annice McLean
Vicki McNamara
Holly Metcalf
Tara Oetting

Senior Instructor
Instructor
Clinical Associate Professor
Clinical Professor
(07/01/2024 – 06/30/2025)

Kaleigh Pickett
Nathaniel Quinn
Krista Tate

Instructor
Senior Instructor
Instructor

School of Teaching, Learning & Developmental Sciences

Rhonda Bishop
Robin Koerber
Courtney Lippe
Debra Price
Kimberly Roam
Melissa Schotthofer
Julie Steiger

Clinical Assistant Professor
Clinical Assistant Professor
Clinical Instructor
Instructor
Clinical Assistant Professor
Clinical Assistant Professor
Instructor

Sara Tipton
V. Jane Ward
Gina Wood

Clinical Assistant Professor
Instructor
Clinical Assistant Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Jessica Willis

Instructor
(07/01/2024 – 06/30/2025)

School of Anesthesia

James Keaton

Clinical Assistant Professor
(07/01/2024 – 06/30/2025)

Kati Morgan

Clinical Assistant Professor
(07/01/2024 – 06/30/2025)

Department of Biomedical Sciences

Rebecca Allen

Instructor
(07/01/2024 – 06/30/2025)

Nicole Gorley

Senior Instructor

Anna McWoods

Instructor

Rachel Stroud

Visiting Instructor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Edith Bobbitt-Boyce

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Kimberly Ireland

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Lauren Jones

Clinic Director
Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Sarah Jones

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Jennifer Pratt

Clinical Professor
(07/01/2024 – 06/30/2025)

Diderika Telting

Clinical Associate Professor

Department of Kinesiology

Emery Bryant

Instructor

Zachary Burt
Kirsten Hatz

Senior Instructor
Senior Instructor

School of Mental Health & Behavioral Science

Salina Bollinger
Amelia Chenoweth
Natalie Curry
Kelly Dudley
Hannah Harris

Clinical Instructor
Senior Instructor
Clinical Associate Professor
Clinical Instructor
Instructor

(07/01/2024 – 06/30/2025)

Wendy Jackson
Stacy Johnson
Regina Russell
Tanya Whipple

Clinical Instructor
Clinical Instructor
Clinical Associate Professor
Senior Instructor

School of Nursing

Kathryn Adams
Alison Alaimo

Clinical Associate Professor
Clinical Assistant Professor
(07/01/2024 – 06/30/2025)

Yvonne Callahan
Karla Conner
Helena Cox
Alexis Curran
Alyssa Dieterich
Ronda Entlicher-Stewart
Alisha Jones
Emily Nemeth
Chelsea Piler
Sherri Ramirez
Ami Rohr
Maria Shade
Ashley Simpson

Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Visiting Clinical Instructor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Associate Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
(07/01/2024 – 06/30/2025)
Visiting Clinical Assistant Professor
Clinical Assistant Professor

Lori Taula
Tammy Yoes

Department of Occupational Therapy

Tara Boehne

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Traci Garrison

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor
(07/01/2024 – 06/30/2025)

Department of Public Health & Sports Medicine

Natalie Allen

Sarah Bowman

Jaime Gnau

Allan Liggett

Robert Niezgoda

Daniela Novotny

Tara Stulce

Clinical Associate Professor
Clinical Instructor
Clinical Assistant Professor
(07/01/2024 – 06/30/2025)
Clinical Professor
(07/01/2024 – 06/30/2025)
Visiting Assistant Professor
Senior Instructor
Clinical Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Laura Bowe

Tara Herring

Tina Marie Hopper

Angela Plank

Melissa Schoeben

Senior Instructor
Senior Instructor
Senior Instructor
Senior Instructor
(07/01/2024 – 06/30/2025)
Instructor

Department of Chemistry & Biochemistry

Brian High

Helena Metzker

Senior Instructor
Senior Instructor

School of Earth, Environment & Sustainability

Damon Bassett

Melanie Carden-Jessen

Senior Instructor
Instructor

Department of Mathematics

Joann Barnett

Patti Blanton

Roger Bunn

Oana Nelson

Gary Stafford

Senior Instructor
Senior Instructor
Instructor
Instructor
Senior Instructor

Linda Sun

Kimberly Van Ornum

Fan Zhou

Instructor

Senior Instructor

Instructor

Department of Physics, Astronomy & Materials Science

Devon Romine

Instructor

GRANTED TENURE:

(Effective August 12, 2024, unless otherwise noted)

REYNOLDS COLLEGE OF ARTS, SOCIAL SCIENCES & HUMANITIES

Department of Communication, Media, Journalism & Film

Christopher Collins

Assistant Professor

Department of Criminology & Criminal Justice

Michael Kyle

Jennifer LaPrade

William Sandel

Assistant Professor

Assistant Professor

Assistant Professor

Department of History

Jessica Elliott

Jeremy Neely

Assistant Professor

Assistant Professor

Department of Music

Daniel Ketter

Erin Plisco

Assistant Professor

Assistant Professor

Department of Political Science & Philosophy

William Harwood

Assistant Professor

Department of Sociology, Anthropology & Gerontology

Lyle Foster

Abby Templer Rodrigues

Assistant Professor

Assistant Professor

COLLEGE OF BUSINESS

Department of Information Technology & Cybersecurity

Ravi Thambusamy

Assistant Professor

Department of Management

Feibo Shao

Assistant Professor

Kanu Priya Tapis

Assistant Professor

Department of Marketing

Jamie Grigsby

Assistant Professor

Rebecca Rast

Assistant Professor

COLLEGE OF EDUCATION

School of Leadership & Professional Studies

Jamie Atkinson

Assistant Professor

School of Teaching, Learning & Developmental Science

Andrew Baker

Assistant Professor
(07/01/2024 – 6/30/2025)

Sarah Baker

Assistant Professor

Kewman Lee

Assistant Professor

Muhammad Raza

Assistant Professor

Christine Wright

Assistant Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Randi Ulbricht

Assistant Professor

Department of Kinesiology

Xiuye Xie

Assistant Professor

Department of Physician Assistant Studies

Andrea Applegate

Assistant Professor
(07/01/2024 – 06/30/2025)

School of Mental Health & Behavioral Sciences

Jeffrey Foster

Assistant Professor

Charles Myers

Associate Professor

CaSandra Stanbrough

Assistant Professor

Karrie Swan

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

La Toya, Kissoon-Charles

Assistant Professor

Department of Computer Science

Siming Liu

Assistant Professor

Department of Physics, Astronomy & Materials Science

Tiglet Besara

Assistant Professor

PROMOTIONS:

Change of academic rank (new rank indicated)

Effective August 12, 2024 unless otherwise noted)

DARR COLLEGE OF AGRICULTURE

School of Agriculture Business, Education, Communication & Hospitality Leadership

Katelyn McCoy

Senior Instructor
(07/01/2024 – 06/30/2025)

Wajeana White

Senior Instructor

School of Agriculture Science and Conservation

Chin-Feng Hwang

Distinguished Professor

REYNOLDS COLLEGE OF ARTS, SOCIAL SCIENCES & HUMANITIES

Department of Communication, Media, Journalism & Film

Richard Amberg	Professor
Christopher Collins	Associate Professor
Brian Ott	Distinguished Professor

School of Criminology & Criminal Justice

Michael Kyle	Associate Professor
Jennifer LaPrade	Associate Professor
William Sandel	Associate Professor

Department of English

Joel Coltharp	Senior Instructor
Andrea Hellman	Professor
Judy Tarbox	Senior Instructor

Department of History

Jeremy Neely	Associate Professor
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Department of Music

Andrew Homburg	Professor
Daniel Ketter	Associate Professor
Erin Plisco	Associate Professor

Department of Political Science & Philosophy

William Harwood	Associate Professor
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Department of Sociology, Anthropology & Gerontology

Lyle Foster	Associate Professor
Lisa Hall	Professor
Catherine Hoegeman	Professor
Abby Templer Rodrigues	Associate Professor

COLLEGE OF BUSINESS

School of Accountancy

Christopher Hines	Professor
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Department of Information Technology & Cybersecurity

Ravi Thambusamy

Associate Professor

Department of Management

Feibo Shao

Associate Professor

Kanu Priya Tapis

Associate Professor

Department of Marketing

Jamie Grigsby

Associate Professor

Rebecca Rast

Associate Professor

COLLEGE OF EDUCATION

School of Special Education, Leadership & Professional Studies

Jamie Atkinson

Associate Professor

Marjorie Shavers

Professor

(07/01/2024 – 06/30/2025)

School of Teaching, Learning & Developmental Sciences

Andrew Baker

Associate Professor

(07/01/2024 – 06/30/2025)

Sarah Baker

Associate Professor

Kewman Lee

Associate Professor

Muhammad Raza

Associate Professor

Christine Wright

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Jessica Willis

Senior Instructor

(07/01/2024 – 06/30/2025)

Department of Biomedical Sciences

Randi Ulbricht

Associate Professor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Professor
(07/01/2024 – 06/30/2025)

Edith Bobbitt-Boyce

Clinical Professor
(07/01/2024 – 06/30/2025)

Department of Kinesiology

Hugh Gibson

Professor

Xiuye Xie

Associate Professor

School of Mental Health & Behavioral Science

Amber Abernathy

Professor

Salina Bollinger

Clinical Assistant Professor

Kelly Dudley

Clinical Assistant Professor

Jeffrey Foster

Associate Professor

Wendy Jackson

Clinical Assistant Professor

Charles Myers

Professor

CaSandra Stanbrough

Associate Professor

Karrie Swan

Professor

Carly Yadon

Professor

Department of Physician Assistant Studies

Andrea Applegate

Associate Professor

Department of Public Health & Sports Medicine

Michael Hudson

Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Kyoungtae Kim

Distinguished Professor
(07/01/2024 – 06/30/2025)

La Toya Kissoon-Charles

Associate Professor

Department of Computer Science

Razib Iqbal

Professor

Ajay Katangur

Distinguished Professor
(07/01/2024 – 06/30/2025)

Siming Liu

Associate Professor

School of Earth, Environment & Sustainability

Melanie Carden-Jessen

Senior Instructor

Department of Mathematics

Fan Zhou

Senior Instructor

Department of Physics, Astronomy & Materials Science

Tiglet Besara

Associate Professor

LIBRARY SERVICES

Department of the Library

Joshua Lambert

Professor

(07/01/2024 – 06/30/2025)

Andrea Miller

Professor

(07/01/2024 – 06/30/2025)

DEPARTMENT CHANGES:

Effective July 1, 2024 the following academic units merged to form combined academic departments and/or schools.

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Health Care Professions

Andrea Applegate

Assistant Professor

Sarah Barber

Clinical Associate Professor

Edith Bobbitt-Boyce

Clinical Associate Professor

Tara Boehne

Clinical Associate Professor

Patricia Cahoj

Assistant Professor

Ashlea Cardin

Associate Professor

W. David Carr

Professor

Sapna Chakraborty

Department Head

Kimberly Cook

Clinical Associate Professor

Naomie Corro

Assistant Professor

Kimberly Ennis

Clinical Assistant Professor

Thomas Franklin

Associate Professor

Traci Garrison

Clinical Associate Professor

Michael Hudson

Associate Professor

Kimberly Ireland

Clinical Associate Professor

Michelle Jackson	Assistant Professor
Lauren Jones	Clinic Director
Sarah Jones	Clinical Associate Professor
Wafaa Kaf	Professor
Allan Liggett	Clinical Professor
Sarah Lockenvitz	Associate Professor
Katelyn Maben	Assistant Professor
Alana Mantie-Kozlowski	Department Head
Caitlin Masterson	Assistant Professor
Christian McCall	Assistant Professor
Sean Newton	Associate Professor
Crystal Powell	Assistant Professor
Jennifer Pratt	Clinical Professor
Barbara Robinson	Professor
Jason Shaw	Associate Professor
Bonnie Slavych	Assistant Professor
Diderika Telting	Clinical Associate Professor
Shurita Thomas-Tate	Associate Professor
Scott Wallentine	Associate Professor
Andrew Ward	Assistant Professor
Elizabeth Williamson	Professor
Jessica Willis	Instructor
Jennifer Yates	Assistant Professor

School of Health Sciences

Natalie Allen	Clinical Associate Professor
Rebecca Allen	Instructor
Sarah Bowman	Clinical Instructor
Amanda Brodeur	Associate Professor
James Brooks	Assistant Professor
Emery Bryant	Instructor
Zachary Burt	Senior Instructor
Jaime Gnau	Clinical Assistant Professor
Stacy Goddard	Assistant Professor
Ryan Goddard	Assistant Professor
Nicole Gorley	Senior Instructor
Kirsten Hatz	Senior Instructor
Marcia Himes	Interim Dept Head
Casey Hollibaugh	Assistant Professor
Amy Hulme	Associate Professor
Ann Marie Hunter	Associate Professor

Junyoung Kim	Associate Professor
Ebony McCluney	Assistant Professor
Keith McShan	Assistant Professor
Anna McWoods	Instructor
Sarah Murray	Senior Instructor
Robert Niezgoda	Visiting Assistant Professor
Melinda Novik	Professor
Daniela Novotny	Senior Instructor
Hillary Roberts	Assistant Professor
Cody Smith	Assistant Professor
Joshua Smith	Interim Department Head
Rachel Stroud	Visiting Instructor
Tara Stulce	Clinical Assistant Professor
Kip Thompson	Associate Professor
Randi Ulbricht	Assistant Professor
Jianjie Wang	Professor
Daniel Wilson	Professor
Colette Witkowski	Professor
Rebecca Woodard	Professor
Xiuye Xie	Assistant Professor
Scott Zimmerman	Associate Professor

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

Allison Adler, Assistant Professor, Physical Therapy

Ed.D.	Rockhurst University, Expected May 2025
D.PT	Missouri State University, 2014
B.S.	Missouri State University, 2011

Experience: 2022 – Present, Physical Therapist, Traditions Home Health & Hospice; 2018 – Present, Per Course Faculty/Lab Assistant, Missouri State University, Springfield, Missouri; 2017 – 2022, Lead Physical Therapist, Healthback Home Health; 2017 – 2018, Director of Therapy & Physical Therapist, Springfield Villa; 2016 – 2017, Therapy Manager & Physical Therapist, Mercy Villa; 2014 – 2016, Physical Therapist, Mercy Villa.

Bridger Falkenstien, Assistant Professor, School of Mental Health & Behavioral Sciences

Ph.D.	Liberty University, 2024
M.S.	Evangel University, 2020
B.A.	Drury University, 2018

Experience: 2019 – Present, Creative Director and Co-Owner, Beyond Healing Center, Springfield, Missouri; 2019 – Present, Clinical Therapist, Beyond Healing Center, Springfield, Missouri; 2019 – 2022, Adjunct Professor, Evangel University, Springfield, Missouri.

Selin Guney, Assistant Professor, Finance, Economics & Risk Management

Ph.D.	North Carolina State University, 2015
MEc.	North Carolina State University, 2011
M.A.	Gazi University, 2008

Experience: 2022 – Present, Assistant Professor, Tarleton State University, Stephenville, Texas; 2021 – 2022, Visiting Assistant Professor, Florida State University, Tallahassee, Florida; 2019 – 2021, Senior Lecturer, University of Waikato, Hamilton, New Zealand; 2018 – 2019, Assistant Professor, Cameron University, Lawton, Oklahoma; 2015 – 2018, Assistant Professor, Texas State University, San Marcos, Texas; 2012 – 2015, Independent Instructor, North Carolina State University, Raleigh, North Carolina; 2005 – 2015, Research Assistant, Gazi University, Ankara, Türkiye.

Shin Han, Assistant Professor, School of Mental Health & Behavioral Science

Ph.D.	Claremont Graduate University, 2022
M.A.	Claremont Graduate University, 2022
M.S.	London School of Economics & Political Science, 2007
B.A.	Korea University, 2003

Experience: 2020 – 2023 & 2024, Adjunct Professor, California State University, Los Angeles, California; 2002 – 2006 & 2007 – 2008, Senior Research Executive, Research International, Seoul, Korea; 2007, Research Coordinator, Korean Cultural Centre, London, UK; 1998 – 2000, Sergeant, Republic of Korea Army, Kangwon-Do, Korea.

Evan Iacobucci, Assistant Professor, School of Earth, Environment & Sustainability

Ph.D.	Rutgers, The State University of New Jersey, 2021
MUP	State University of New York at Buffalo, 2016
M.A.	State University of New York at Buffalo, 2013
B.A.	State University of New York, Geneseo, 2009

Experience: 2021 – Present, Postdoctoral Research Associate, University of North Carolina at Chapel Hill, Chapel Hill, North Carolina.

Cynthia Johnson, Assistant Professor, English

Ph.D.	Miami University, 2019
M.A.	Missouri State University, 2014
B.S.	Missouri State University, 2012

Experience: 2023 – Present, Director of Composition, University of Central Oklahoma, Edmond, Oklahoma; 2019 – Present, Assistant Professor, University of Central Oklahoma, Edmond, Oklahoma.

Meghan Kelley, Assistant Professor, Biomedical Sciences

Ph.D.	Auburn University, 2021
M.S.	John Carroll University, 2014
B.S.	Michigan State University, 2011
B.S.	Michigan State University, 2010

Experience: 2022 – Present, Instructor/Postdoctoral fellow, University of Alabama, Tuscaloosa, Alabama; 2021 – 2022, Instructor/Postdoctoral fellow, Auburn University, Auburn, Alabama.

Ginney Norton, Assistant Professor, School of Special Education, Leadership & Professional Studies

Ph.D.	University of Arkansas, 2016
M.Ed.	University of Arkansas, 2012
B.S.	Missouri Southern State University, 2005

Experience: 2018 – Present, Assistant Professor, Drury University, Springfield, Missouri; 2016 – 2018, Clinical Assistant Professor, University of Arkansas, Fayetteville, Arkansas; 2012 – 2016, Doctoral Academy Fellow, University of Arkansas, Fayetteville, Arkansas; 2007 – 2012, Teacher, Ruth Hale Barker Middle School, Bentonville, Arkansas.

Andrew Wasserman, Assistant Professor, Art & Design

Ph.D.	Stony Brook University, 2012
M.A.	Stony Brook University, 2008
B.A.	Johns Hopkins University, 2006

Experience: 2021 – Present, Professional Lecturer, American University, Washington, D.C.; 2018 – 2019, Visiting Assistant Professor, University of North Carolina, Greensboro, North Carolina; 2017 – 2018, Lecturer, University of North Carolina, Greensboro, North Carolina; 2017, Visiting Assistant Professor, Pratt Institute, Brooklyn, New York; 2014 – 2016, Assistant Professor, Louisiana Tech University, Ruston, Louisiana; 2013 – 2014, Visiting Assistant Professor, Borough of Manhattan Community College, New York, New York.

Sara Wilson, Assistant Professor, School of Mental Health & Behavioral Sciences

Ph.D.	School of Professional Psychology at Forest Institute, 2012
M.A.	School of Professional Psychology at Forest Institute, 2010
B.A.	Missouri State University, 2007

Experience: 2021 – Present, Licensed Psychologist, System Director, Clinical Training, Burrell Behavioral Health, Springfield, Missouri; 2019 – 2021, Licensed Psychologist, System Director of Youth Training & Consultation, Burrell Behavioral Health, Springfield, Missouri; 2019 – 2023, Supervision Consultant, National Psychology Training Consortium, Central & Great Lakes Regions; 2016 – 2019, Licensed Psychologist, Director of Clinical Training, Regional Psychologist Lead, Therapist Team Lead, DBT Team Lead, Compass Health Network, Lebanon, Missouri; 2013 – 2015, Licensed Psychologist, Wilson Psychological Services, Mansfield, Missouri. 2011, Teaching Assistant, The School of Professional Psychology at Forest Institute.

ADDENDUM A

The following have been appointed as Per Course Faculty for the spring semester: January 16, 2024 through May 10, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Eul, Diana	School-Mental Health & Behavior Sci	\$2,745.00
Kring, Katie	Music	\$1,242.00
Spyres, Patrick	Music	\$929.00

ADDENDUM B

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathryn	School of Nursing	\$6,000.00
Adamson, Reesha	School-Spec Ed Ldrshp Prof Studies	\$6,037.00
Agnew, William	School-Spec Ed Ldrshp Prof Studies	\$7,520.00
Albritton, Michael	Information Tech & Cybersecurity	\$9,500.00
Amidon, Ethan	Criminology & Criminal Justice	\$6,113.00
Ampleman, James	Marketing	\$4,000.00
Anderson, James	Defense & Strategic Studies	\$15,000.00
Atkinson, Jamie	School-Spec Ed Ldrshp Prof Studies	\$8,000.00
Ault-Phillips, Jana	Finance Economics & Risk Mgmt	\$5,979.00
Ausmus, Kristin	School-Teaching Learn & Develop Sci	\$3,260.00
Banerjee, Tuhina	Chemistry & Biochemistry	\$21,294.00
Baran, Andrzej	Physics Astronomy & Materials Sci	\$6,000.00
Barnett, Joann	Mathematics	\$3,000.00
Barudzic, Nina	TRIO Upward Bound	\$3,084.00
Bedell, Kenneth	McQueary College of Health & Human Services	\$3,000.00
Behrend, Bonni	Counseling	\$9,380.00
Belisle, Jordan	Psychology	\$5,271.00
Benedict-Chambers, Amanda	School-Teaching Learn & Develop Sci	\$5,565.00
Benzer, Fatih	Art & Design	\$8,659.00
Bishop, Rhonda	School-Teaching Learn & Develop Sci	\$3,945.00
Boatswain, Chenelle	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Bolyard, Chloe	School-Teaching Learn & Develop Sci	\$5,271.00
Bowdidge, Mark	Music	\$3,084.00
Brown, Michele	School of Social Work	\$4,760.00
Brown, Orville	School-Spec Ed Ldrshp Prof Studies	\$3,446.00
Brunner, Judy	School-Teaching Learn & Develop Sci	\$2,445.00
Bryant, Emery	Kinesiology	\$2,742.00
Burge, Sara	English	\$3,692.00
Burt, Zachary	Kinesiology	\$3,772.00
Buyurgan, Nebil	Tech & Construction Mgmt	\$9,036.00
Callahan, Yvonne	School of Nursing	\$3,250.00
Cesare, Alicia	School-Teaching Learn & Develop Sci	\$2,445.00
Chang, Ching-Wen	School-Spec Ed Ldrshp Prof Studies	\$8,000.00
Chaston, Joel	English	\$6,492.00
Chenoweth, Amelia	Counseling	\$10,790.00

Choate, Lenetta	School-Mental Health & Behavior Sci	\$2,745.00
Clark, Ronald	Marketing	\$11,229.00
Clark, Shannon	School-Teaching Learn & Develop Sci	\$3,045.00
Clayton, Michael	Psychology	\$11,054.00
Coleman, Joshua	Marketing	\$10,480.00
Combs, Julia	Music	\$2,294.00
Cook, Sherry	Marketing	\$4,012.00
Cornelius-White, Jeffrey	Counseling	\$16,954.00
Craig, Christopher	School-Spec Ed Ldrshp Prof Studies	\$8,000.00
Cressey, Mary	Art & Design	\$2,784.00
Curry, Natalie	School of Social Work	\$9,452.00
Czyzniejewski, Michael	English	\$11,350.00
Wait, Alexander	Biology	\$4,666.00
Dalton, Tracy	English	\$7,636.00
Davis, Joshua	Information Tech & Cybersecurity	\$9,500.00
Davis, Tammi	School-Teaching Learn & Develop Sci	\$20,889.00
Day, Danielle	School-Mental Health & Behavior Sci	\$4,890.00
DeBode, Jason	Management	\$1,500.00
Demster, Amanda	School-Teaching Learn & Develop Sci	\$2,445.00
Derayati, Pouya	Management	\$9,828.00
DeVore, Natasha	Computer Science	\$550.00
Dicke, Crystal	Library	\$13,354.00
Dimond, Jack	Comm Media Journalism & Film	\$3,956.00
Dixon, Stephanie	School-Mental Health & Behavior Sci	\$2,445.00
Dollar, Susan	School of Social Work	\$15,244.00
Dudley, Kelly	School of Social Work	\$6,880.00
Dunn, Amy	School-Teaching Learn & Develop Sci	\$6,090.00
Durham, Paul	Biology	\$30,614.00
	Provost Office	\$3,750.00
English, Catherine	English	\$5,791.00
Ennis, Kimberly	Physical Therapy	\$2,620.00
Eul, Diana	School-Mental Health & Behavior Sci	\$2,745.00
Fallone, Melissa	Psychology	\$15,974.00
Farha, Nicholas	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Felton, Ashley	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Finn, Debra	Computer Science	\$550.00
Flannery, Timothy	Finance Economics & Risk Mgmt	\$7,176.00
Foster, Jeffrey	Psychology	\$14,451.00
Franklin, Keri	English	\$33,966.00
Franklin, Thomas	Comm Sciences & Disorders	\$15,218.00
Frederick, Dana	Finance Economics & Risk Mgmt	\$4,362.00

Friske, Wesley	Marketing	\$2,000.00
Gallaway, Julie	Finance Economics & Risk Mgmt	\$4,681.00
Gallaway, Terrel	Finance Economics & Risk Mgmt	\$8,379.00
Galvan, John	Marketing	\$3,500.00
Ghosh, Mukulika	Computer Science	\$275.00
Gibson, Hugh	Kinesiology	\$8,480.00
Gillam, Kenneth	English	\$10,830.00
Goddard, Stacy	Kinesiology	\$7,422.00
Goering, Daniel	Management	\$11,155.00
Goeringer, Michael	School-Spec Ed Ldrshp Prof Studies	\$4,052.00
Gones, Tracie	School-Teaching Learn & Develop Sci	\$3,260.00
Gordon, Nancy	School-Teaching Learn & Develop Sci	\$3,045.00
Gordon, Ryan	Kinesiology	\$2,551.00
	McQueary College of Health & Human Services	\$3,000.00
Goss, Benjamin	Management	\$8,310.00
Grigsby, Jamie	Marketing	\$9,752.00
Haas, Sara	School-Mental Health & Behavior Sci	\$5,490.00
Haggard, Dana	Management	\$9,429.00
Haggard, Stephen	Finance Economics & Risk Mgmt	\$24,072.00
Hall, John	Criminology & Criminal Justice	\$5,000.00
Hammons, David	Marketing	\$3,772.00
Harbaugh, Adam	Mathematics	\$3,000.00
Hass, Aida	Criminology & Criminal Justice	\$16,903.00
Hatz, Kirsten	Kinesiology	\$1,819.00
Hausback, Jason	Music	\$1,000.00
Havlin, Tiffany	School of Social Work	\$14,178.00
Hays, David	Music	\$850.00
Hayton, Magda	School-Mental Health & Behavior Sci	\$2,745.00
Heinlein, Kurt	Missouri Fine Arts Academy	\$3,000.00
Hellman, Andrea	English	\$22,710.00
Helm, Nancy	School-Teaching Learn & Develop Sci	\$2,445.00
Herman, Charles	Marketing	\$10,225.00
Hetzler, Tona	Public Health & Sports Med	\$1,500.00
Himes, Joe	Physical Therapy	\$3,000.00
Hobbs, Lora	Languages Cultures & Religions	\$3,692.00
Hoegeman, Catherine	English	\$5,107.00
Hoelscher, Seth	Finance Economics & Risk Mgmt	\$11,376.00
Holland, Lydia	Physical Therapy	\$915.00
Homburg, Andrew	Music	\$22,038.00
Howard, Amber	School-Teaching Learn & Develop Sci	\$4,331.00
Howard, Jason	Comm Media Journalism & Film	\$10,000.00

Hudson, Michael	Public Health & Sports Med	\$563.00
Hugh, Gibson	Kinesiology	\$4,067.00
Hulme, Amy	Biomedical Sciences	\$15,901.00
Ibbetson, Sara	School-Mental Health & Behavior Sci	\$815.00
Iqbal, Razib	Computer Science	\$39,652.00
Jedlicka, Caitlin	First Year Programs	\$2,400.00
John, Judith	English	\$6,191.00
Johns, Justin	School of Social Work	\$2,445.00
Johnson, Richard	Information Tech & Cybersecurity	\$9,500.00
Johnson, Stacy	School of Social Work	\$3,413.00
Jones, Adena	Psychology	\$7,637.00
Kaf, Wafaa	Comm Sciences & Disorders	\$21,462.00
Kanamori, Yasuko	School-Mental Health & Behavior Sci	\$3,660.00
Karanikas, Marianthe	English	\$5,121.00
Kartchner, Kerry	Defense & Strategic Studies	\$7,500.00
Ketter, Daniel	Music	\$850.00
Keys, Amanda	School of Social Work	\$11,026.00
Kim, Jihyun	Finance Economics & Risk Mgmt	\$4,350.00
Kim, Junyoung	Kinesiology	\$3,595.00
Knowles, Amy	English	\$4,177.00
Kyle, Jerri	Comm Media Journalism & Film	\$3,558.00
Kyle, Michael	Criminology & Criminal Justice	\$11,068.00
LaPrade, Jennifer	Criminology & Criminal Justice	\$12,913.00
Larkin, Kathleen	Finance Economics & Risk Mgmt	\$4,500.00
Lazic, Gordana	Comm Media Journalism & Film	\$19,044.00
Lewis, Darcy	English	\$7,650.00
Lewis, Kayla	School-Teaching Learn & Develop Sci	\$5,395.00
Li, LinDa	Marketing	\$20,960.00
Liang, Yating	Kinesiology	\$6,600.00
Ligon, Day	Biology	\$7,080.00
Liu, Siming	Computer Science	\$6,373.00
Lockenvitz, Sarah	Comm Sciences & Disorders	\$1,880.00
Loughary, Jeffrey	English	\$3,780.00
Luellen, Heather	Missouri Fine Arts Academy	\$250.00
Maddeaux, Stacey	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Maher, Sean	Biology	\$7,921.00
Masterson, Caitlin	McQueary College of Health & Human Services	\$5,024.00
McKinney, Jared	Defense & Strategic Studies	\$7,500.00
McLean, Annice	School-Spec Ed Ldrshp Prof Studies	\$4,140.00
McNamara, Vicki	School-Spec Ed Ldrshp Prof Studies	\$6,750.00
McShan, Keith	Kinesiology	\$2,194.00

	McQueary College of Health & Human Services	\$1,500.00
McWoods, Anna	Biomedical Sciences	\$3,585.00
Meints, Gary	Chemistry & Biochemistry	\$550.00
Mickus, Kevin	Schl of Earth Enviro & Sustain	\$11,440.00
Mitchell, David	Finance Economics & Risk Mgmt	\$8,150.00
Mitra, Mahua	Finance Economics & Risk Mgmt	\$8,456.00
Moon, Natalie	School-Teaching Learn & Develop Sci	\$2,445.00
Morris, Eric	Comm Media Journalism & Film	\$8,338.00
Muchnick, Amy	Music	\$850.00
Murphy, Lindsey	School-Teaching Learn & Develop Sci	\$17,381.00
Myers, Charles	Counseling	\$10,320.00
Naayem, Anthony	Finance Economics & Risk Mgmt	\$1,365.00
Newman, Jonathan	English	\$8,352.00
Niezgoda, Robert	Public Health & Sports Med	\$4,726.00
Nixon, Sarah	School-Teaching Learn & Develop Sci	\$6,119.00
Novik, Melinda	Public Health & Sports Med	\$13,130.00
Novotny, Daniela	Public Health & Sports Med	\$4,131.00
Obafemi-Ajayi, Tayo	Computer Science	\$21,141.00
Paliliunas, Dana	Psychology	\$5,172.00
Parke, Nicole	School-Teaching Learn & Develop Sci	\$2,445.00
Pavlowsky, Robert	Schl of Earth Enviro & Sustain	\$52,052.00
Payne, Ashley	Psychology	\$9,380.00
Perez Batres, Luis	Management	\$1,000.00
Pham, Courtney	Marketing	\$3,929.00
Piccolo, Diana	School-Teaching Learn & Develop Sci	\$21,840.00
Pickett, Kaleigh	School-Spec Ed Ldrshp Prof Studies	\$4,500.00
Pierson, Carly	Marketing	\$3,841.00
Pierson, Matthew	Cooperative Engineering Program	\$6,848.00
Pietruszynski, Diana	School-Mental Health & Behavior Sci	\$2,445.00
Pippa, Christina	Comm Media Journalism & Film	\$10,000.00
Powers, Bradley	Psychology	\$4,425.00
Prakash, Puneet	Finance Economics & Risk Mgmt	\$11,861.00
Price, Debra	School-Teaching Learn & Develop Sci	\$17,876.00
Pullan, Andrea	School-Teaching Learn & Develop Sci	\$4,060.00
Quinn, Nathaniel	School-Spec Ed Ldrshp Prof Studies	\$4,437.00
Ragan, Gay	Mathematics	\$3,000.00
Ramsey, Megan	Finance Economics & Risk Mgmt	\$11,312.00
Rast, Rebecca	Marketing	\$10,086.00
Raza, Muhammad	School-Teaching Learn & Develop Sci	\$7,973.00
Rector, Paula	Criminology & Criminal Justice	\$9,875.00
Reichard, Evan	School-Mental Health & Behavior Sci	\$2,445.00

Riddell, Jordan	Criminology & Criminal Justice	\$5,119.00
Rimal, Arbindra	Schl of Hospitality & Agri Ldrs	\$10,085.00
Roam, Kimberly	School-Teaching Learn & Develop Sci	\$8,718.00
Roberts, Jenifer	Merchandising & Fashion Design	\$700.00
Rogers, Lori	English	\$3,704.00
Rost, Ann	Psychology	\$8,680.00
Rozell, Elizabeth	Management	\$1,000.00
Russell, Regina	School of Social Work	\$19,620.00
Sandel, William	Criminology & Criminal Justice	\$11,068.00
Santra, Santimukul	Chemistry & Biochemistry	\$31,000.00
Saxon, Caryn	Criminology & Criminal Justice	\$8,174.00
Scales, Megan	Sociology & Anthropology	\$3,000.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schotthofer, Melissa	School-Teaching Learn & Develop Sci	\$2,993.00
Schweissguth, Amanda	School-Teaching Learn & Develop Sci	\$2,445.00
Scott, Keely	English	\$3,825.00
Scroggins, Wesley	Management	\$9,565.00
Seawright, Leslie	English	\$5,039.00
Sedra, Erin	Art & Design	\$2,784.00
Shao, Feibo	Management	\$10,086.00
Siebert, Matthew	Chemistry & Biochemistry	\$5,563.00
Simmers, Christina	Marketing	\$11,348.00
Skiba, Jenifer	Marketing	\$12,480.00
Slavych, Bonnie	Comm Sciences & Disorders	\$10,002.00
	McQueary College of Health & Human Services	\$1,500.00
Smith, Alaina	TRIO Upward Bound	\$520.00
Smith, Cody	Kinesiology	\$7,917.00
Smith, Diane	School of Nursing	\$3,802.00
Sottile, James	School-Spec Ed Ldrshp Prof Studies	\$7,102.00
Stafford, Gary	Mathematics	\$3,797.00
Stanbrough, CaSandra	Psychology	\$9,408.00
Stanton, Rhonda	English	\$7,053.00
Stephens-Cantu, Heather	School-Mental Health & Behavior Sci	\$2,445.00
Stroud, Rachel	Biomedical Sciences	\$3,347.00
Stulce, Tara	Public Health & Sports Med	\$8,025.00
Sullivan, Patrick	Mathematics	\$3,000.00
Sun, Xingping	Mathematics	\$8,047.00
Swan, Karrie	Counseling	\$15,972.00
Tapis, Kanu Priya	Management	\$10,086.00
Tarbox, Judy	English	\$3,678.00
Tate, Krista	School-Spec Ed Ldrshp Prof Studies	\$7,088.00

Taylor, Emily	Defense & Strategic Studies	\$3,750.00
Telting, Diderika	Comm Sciences & Disorders	\$7,699.00
Thomas-Tate, Shurita	Comm Sciences & Disorders	\$12,083.00
Thompson, Chris	Music	\$663.00
Tinker, Alan	English	\$5,281.00
Tipton, Sara	School-Teaching Learn & Develop Sci	\$4,640.00
Tjaden, Samantha	Criminology & Criminal Justice	\$5,119.00
Turner, John	English	\$8,164.00
Twibell, Andrew	Comm Media Journalism & Film	\$5,000.00
Ulbricht, Randi	Biomedical Sciences	\$3,252.00
Uribe-Zarain, Ximena	Computer Science	\$5,000.00
	English	\$10,395.00
VanArsdake, Ernest	Information Tech & Cybersecurity	\$4,000.00
Wallace, J. Danae	Languages Cultures & Religions	\$2,500.00
Wallen, Stacey	Comm Sciences & Disorders	\$2,000.00
Wang, Jianjie	Biomedical Sciences	\$8,616.00
Wehrman, Erin	Comm Media Journalism & Film	\$10,000.00
Weiss, Janet	Physical Therapy	\$1,830.00
Werhan, Amanda	School-Teaching Learn & Develop Sci	\$3,260.00
Whipple, Tanya	Psychology	\$8,402.00
Whisenhunt, Brooke	Psychology	\$13,710.00
White, Timothy	Comm Media Journalism & Film	\$5,355.00
White, Wajeana	Schl of Hospitality & Agri Ldrs	\$16,322.00
Wiechert, Raegan	Library	\$2,981.00
Wieters, Caroline	Campus Recreation	\$1,600.00
Willis, Steven	Art & Design	\$8,755.00
Wilson, Daniel	Kinesiology	\$10,967.00
Witte, High	Finance Economics & Risk Mgmt	\$22,896.00
Woodard, Rebecca	Kinesiology	\$11,253.00
Wright, Christine	School-Teaching Learn & Develop Sci	\$14,035.00
Xie, Xiuye	Kinesiology	\$3,206.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$5,465.00
Yu, Lu	Management	\$9,992.00
Zhang, Ying	Finance Economics & Risk Mgmt	\$10,976.00
Zimmerman, Scott	Biomedical Sciences	\$4,146.00
	Faculty Senate	\$6,220.00

ADDENDUM C

Supplemental payment for teaching assignments:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Beranek, Benjamin	Finance Economics & Risk Mgmt	\$6,338.00
Carden-Jessen, Melanie	Education Abroad	\$2,095.00
Chen, Li-Ling	Int'l Leadership & Training Center	\$1,300.00
Irons, Chrystal	Marketing	\$3,300.00
Pavlowsky, Robert	Education Abroad	\$2,095.00
Qiu, Wenping	Int'l Leadership & Training Center	\$2,600.00
Ragan, Kent	Education Abroad	\$8,767.00
Seery, Kaitlyn	College of Agriculture	\$2,100.00
Stanton, Rhonda	Graduate College	\$5,000.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the summer semester: June 3, 2024 through July 26, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abusaqer, Mahmoud	Computer Science	\$2,512.00
Akinsola, Oludotun	Mathematics	\$2,512.00
Berendzen, Hannah	College of Agriculture	\$2,512.00
Bittick, Tucker	Agribusiness, Ag Ed & Comm	\$2,512.00
Bivens, Lyssa	Counseling	\$2,512.00
Brewer, Howard	Mathematics	\$1,256.00
Das, Partha	Physics Astronomy Mat Sciences	\$1,529.00
Donkor, Daniel	School of Earth, Environ	\$2,512.00
Driscoll, Hailey	Management	\$2,512.00
Engworo, Gentle	Mathematics	\$1,256.00
Everett, Shane	Communication, Media, Journalism & Film	\$2,512.00
Fakunle, Mary	Chemistry & Biochemistry	\$2,512.00
Finley, Melanie	Counseling	\$2,512.00
Gartin, Malaina	Art & Design	\$1,256.00
Grier, Ethan	Chemistry & Biochemistry	\$2,512.00
Klingenberg, Alexandria	Mathematics	\$1,256.00
Lee, Jueun	English	\$1,256.00
Lewandowski, Emily	English	\$2,512.00
Linhardt, Jacob	Chemistry & Biochemistry	\$3,058.00
Meyer, Autumn	English	\$2,512.00
Murtuza, H M	Communication, Media, Journalism & Film	\$2,512.00
Nyamwega, Grace	Mathematics	\$1,256.00
Obert, Nathan	Mathematics	\$1,256.00
Oduor, Lilian	Mathematics	\$1,256.00
Olatunji, Dayo	Mathematics	\$1,256.00
Onyeka, Amaka	Communication, Media, Journalism & Film	\$2,512.00
Reese, Kayla	English	\$1,256.00
Reifsteck, Alexis	Biology	\$3,058.00
Robinson, Juliette	Finance, Economics & Risk Management	\$2,512.00
Russell, Peter	Mathematics	\$2,512.00
Sakib, Shadman	Computer Science	\$2,512.00
Shekh, Bachchu	Communication, Media, Journalism & Film	\$2,512.00
Sohel, Md Zoheb Ullah	Technology & Construction Management	\$2,512.00
Tabassum, Anika	Physics Astronomy Mat Sciences	\$3,058.00
Tijani, Musa	Mathematics	\$1,256.00

Torbett, Samuel	History	\$2,512.00
Torto, George	Communication, Media, Journalism & Film	\$2,512.00
Uddin, A K M Zamir	Communication, Media, Journalism & Film	\$2,512.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Carlson, Shane	Kinesiology	\$5,023.00
Henry, Destiny	School of Hospitality & Agri Leaders	\$5,023.00
Klingenberg, Alexandria	Mathematics	\$6,115.00
Olatunji, Dayo	Mathematics	\$6,115.00
Perkins, Hunter	Mathematics	\$5,023.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Akter, Farhana	English	\$12,230.00
Barker, Kamille	Statistics Institute	\$10,046.00
Baumgart, Jack	First Year Programs	\$12,230.00
Brewer, Howard	Mathematics	\$12,230.00
Brockway, David	English	\$12,230.00
Brown, Kayla	Art & Design	\$12,230.00
Chen, Kexi	Communication Media Journalism & Film	\$12,230.00
Douty, Austin	Music	\$12,230.00
Hayes, Liliana	Communication Media Journalism & Film	\$12,230.00
Houston, Mary	English	\$12,230.00
Huang, Ken	School of Hospitality & Agri Leaders	\$10,046.00
Koehler, Mikaela	English	\$12,230.00
Lee, Jueun	English	\$12,230.00
Lewandowski, Emily	English	\$12,230.00
Lolley, Carson	Communication Media Journalism & Film	\$12,230.00
Miles, Daphne	Biology	\$12,230.00
Propst, Lisa	Communication Media Journalism & Film	\$12,230.00
Sakib, Shadman	Computer Science	\$12,230.00
Schrantz, Eric	Music	\$12,230.00
Shute, Olga	Art & Design	\$12,230.00
Suarez Alfaro, Gisella	Languages Cultures & Religions	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Trujillo, Carly	Biology	\$10,046.00
Vatrano, Gregory	Physics Astronomy Mat Sciences	\$12,230.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1755-24
Approval of Actions Concerning
Nonacademic Employees

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

APPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Bethany Villarreal	Custodian I Custodial Services	21	\$31,200 annually	04/22/24
Macee Curtis	Regional Program Coordinator eFactory, Center for Business & Economic Development	44	\$55,000 annually	04/25/24
Kim Pearson	Academic Administrative Assistant II Darr College of Agriculture	12	\$35,360 annually	04/29/24
Nancy Gessner	Academic Administrative Assistant III Art & Design	13	\$37,128 annually	05/13/24
Connor Keltner	Director of Development Office of Development	44	\$65,000 annually	05/13/24
Thi Hanh Nguyen	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	05/13/24
Christopher Woodruff	Coordinator, Magers Health & Wellness Information Technology Magers Health & Wellness Family Center	34	\$61,500 annually	05/16/24
Caitlyn Sharp	Custodian Apprentice Plaster Student Union	20	\$31,200 annually	05/20/24
Ashley Wright	Pharmacist Magers Family Health & Wellness Center (75% FTE)	UN	\$117,000 annually	05/20/24

Non-academic Personnel Board Actions, cont'd.

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Mesha Cowan	Coordinator, Student Wellness Magers Family Health & Wellness Center	42	\$53,000 annually	05/22/24
Megan Krom	Career Resources Specialist Career Center	42	\$42,000 annually	05/22/24
Sarah Gott	Course Materials Manager Bookstore	44	\$58,000 annually	05/28/24
Harley Phillips	Pollution Prevention Specialist Ozarks Environmental Water Research Institute	43	\$45,000 annually	05/29/24
Jessica Fantozzi	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	06/03/24
Kristy Larangeira	Academic Administrative Assistant II Missouri State Outreach	12	\$33,280 annually	06/03/24
Suzannah Pace	Director of Leadership Annual Giving Office of Development	43	\$65,000 annually	06/03/24
Christopher Robledo	Research Scientist – Jordan Valley Innovation Center Center for Applied Science & Engineering	44	\$76,000 annually	06/03/24
Savannah Sargent	Academic Administrative Assistant II School of Anesthesia	12	\$34,840 annually	06/03/24
Allison Cavato	Coordinator, Fraternity & Sorority Life Student Engagement	41	\$40,000 annually	06/10/24

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Cheryl Combs	Assistant Director, Student Employment Services eFactory, Center for Business & Economic Development	04/04/24
Bethany Villarreal	Custodian I Custodial Services	04/22/24
Tanya Edwards	Custodian I Custodial Services	04/29/24
Sofia Perez	Digital Marketing Coordinator Office of Strategic Communication	05/03/24
Adja Jones	Assistant Director of Athletics for Inclusive Engagement & Student Services	05/06/24
Joshua Kosinski	Campus Safety Specialist Office of University Safety	05/15/24
Kristen Kaughman	Evaluator, Graduate Admissions Graduate College	05/17/24
Heather Booth	Health Career Coordinator Southwest Missouri Area Health Education Center	05/31/24
Holly Pepe	Academic Advisor/Retention Specialist College of Business	05/31/24
Ethan Swingle	Academic Advisor – Athletics Intercollegiate Athletics	06/07/24
Edward Stockmann	Coordinator, Office of the Registrar Office of the Registrar	07/15/24
Teresa Haney	Director Office of Admissions	07/19/24

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Gayle Anderson	Administrative Assistant II Residence Life, Housing & Dining Services	05/31/24
Robert Kielhofner	University Engineer & Director of Facilities Management Facilities Management	05/31/24
Larry McGauley	Maintenance Electrician Facilities Maintenance	05/31/24
Alan Roland	Online Systems Specialist Continuing Education Outreach Technology & Equipment	05/31/24
Randy Bass	Pharmacist Magers Family Health & Wellness Center	06/30/24
Thomas Carter	Manager Programming & Production TV Ozarks Public Television	06/30/24
Robert Potochnik	Centralized User Support Specialist Computer Services	06/30/24
Clifton M. Smart III	President Office of the President	06/30/24

DECEASED:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Robin Wilson	Administrative Assistant II Alumni Relations	04/11/24

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Ramona Gomez	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	05/12/24
William McCoy	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	05/12/24

Teresa Sheppard	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	05/12/24
Noah Widick	Residence Hall Host/Hostess Residence Life, Housing & Dining Services	05/12/24
Kyra Cook	Residence Hall Receptionist Residence Life, Housing & Dining Services	05/15/24
Lindsey Goheen	Residence Hall Receptionist Residence Life, Housing & Dining Services	05/15/24
Michelle Oliver	Residence Hall Receptionist Residence Life, Housing & Dining Services	05/15/24
Tanya Perretta	Residence Hall Receptionist Residence Life, Housing & Dining Services	05/15/24
Scotlyn Weathersbee	Residence Hall Receptionist Residence Life, Housing & Dining Services	05/15/24

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Francesco Merolli	Custodian I Residence Life, Housing & Dining Services	04/25/24

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Charles Oney	Maintenance Specialist Facilities Maintenance From: GR 26, \$50,232 annually To: GR 26, \$54,600 annually	Salary Adjustment	12/11/23

Ira Assmann	From: Assistant Director, Admissions- Diversity Outreach & Recruitment Office of Admissions To: Assistant Director-Inclusive Outreach & Recruitment Office of Admissions	Title Change	04/24/24
Bradley Davidson	From: Distributed User Support Specialist Associate Vice President for Economic Development GR 33, \$59,150 annually To: Sr Research Scientist – JVIC Center for Applied Science & Engineering GR 45, \$90,000 annually	Promotion	05/01/24
Jonathan Keeth	From: Research Scientist - JVIC Center for Applied Science & Engineering GR 44, \$80,895 annually To: Sr Research Scientist – JVIC Center for Applied Science & Engineering GR 45, \$94,194 annually	Promotion	05/01/24
Chloe Keyes	From: Research Technician II Center for Applied Science & Engineering GR 43, \$56,700 annually To: Research Scientist – JVIC Center for Applied Science & Engineering GR 44, \$70,000 annually	Promotion	05/01/24
Jason Lee	From: Network Analyst Networking & Telecommunications GR 35, \$69,644 annually To: Sr Network Analyst Networking & Telecommunications GR 36, \$82,644 annually	Reclassification & Salary Adjustment	05/01/24

Marina Loveland	<p>From: Interim Director Research Administration \$74,215 annually (\$1,000 monthly supplemental)</p> <p>To: Director of Research Administration Research Administration \$91,388 annually</p>	Reclassification & Salary Adjustment	05/01/24
Johnna Pedersen	<p>From: Interim Director Research Administration \$73,267 annually (\$1,000 monthly supplemental)</p> <p>To: Director of Research Compliance Research Administration \$90,383 annually</p>	Reclassification & Salary Adjustment	05/01/24
Holly Pomrening	<p>From: Administrative Assistant II Magers Family Health & Wellness Center GR 12, \$30,663 annually (75% FTE)</p> <p>To: Coordinator, Accreditation Compliance Magers Family Health & Wellness Center GR 42, \$45,000 annually (88% FTE)</p>	Reclassification & Salary Adjustment	05/01/24
Trisha Riggs	<p>Director Southwest Missouri Area Health Education Center</p>	Continuation of Appointment	05/01/24 08/31/24
Camron Satterfield	<p>From: Research Technician II Center for Applied Science & Engineering GR 43, \$54,999 annually</p> <p>To: Research Scientist – JVIC Center for Applied Science & Engineering GR 44, \$69,000 annually</p>	Promotion	05/01/24

Laura Skiles	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	05/01/24 08/31/24
Robert Easley	From: Custodian I Residence Life, Housing & Dining Services GR 21, \$33,677 annually To: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$37,440 annually	Promotion	05/06/24
Jessica Quin	From: Academic Administrative Assistant II Chemistry & Biochemistry GR 12, \$34,260 annually To: Administrative Specialist III Education Advisement GR 13, \$35,360 annually	Promotion	05/13/24
Adrian Balanean	From: Academic Records Specialist Office of the Registrar GR 13, \$37,376 annually To: Coordinator, Office of the Registrar Office of the Registrar GR 16, \$43,367 annually	Reclassification & Salary Adjustment	05/16/24
John Boddie	Energy Management Technician Facilities Maintenance From: GR 27, \$53,514 annually To: GR 27, \$54,870 annually	Salary Adjustment	05/16/24
Shawn Brower	Energy Management Technician Facilities Maintenance From: GR 27, \$54,309 annually To: GR 27, \$56,661 annually	Salary Adjustment	05/16/24

Michael Davidson	From: Physical Plant Foreman Facilities Maintenance – Mtn Grove GR 27, \$52,967 annually To: Energy Management Technician Facilities Maintenance GR 27, \$54,600 annually	Status Change & Salary Adjustment	05/16/24
Susan Kingham	From: Administrative Assistant III Student Engagement GR 13, \$36,347 annually To: Executive Assistant II College of Business GR 13, \$42,640 annually	Status Change & Salary Adjustment	05/16/24
Sophia Antonopoulos	From: Research Scientist – JVIC Center for Biomedical & Life Sciences GR 44, \$53,550 annually To: Academic Advisor – Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences GR 42, \$42,000 annually	Status Change & Salary Adjustment	05/27/24
Dylan Welker	From: Administrative Assistant II College of Natural & Applied Sciences GR 12, \$34,995 annually To: Academic Advisor – Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences GR 42, \$42,000 annually	Promotion	05/27/24
Pamela Dudley	Project Coordinator Ozarks Public Health Institute	Continuation of Appointment	06/01/24 05/31/25

Non-academic Personnel Board Actions, cont'd.

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David Hall	From: Director University Safety To: Director Facilities Management	Transfer	06/01/24
Robert Kielhofner	From: University Engineer & Director of Facilities Management To: Staff Emeritus Facilities Management	Status Change	06/01/24
Karen McKinnis	Program Director, Missouri Health Disparities Initiative Ozarks Public Health Institute	Continuation of Appointment	06/01/24 05/31/25
Melissa Poort	From: Academic Administrative Assistant II Computer Science/Mathematics To: Academic Administrative Assistant II Computer Science	Transfer	06/01/24
Robert Potochnik	From: Centralized User Support Specialist Computer Services To: Staff Emeritus Computer Services	Status Change	06/01/24
Robin Powell	From: Academic Administrative Assistant II Computer Science To: Staff Emeritus Computer Science	Status Change	06/01/24
Alan Roland	From: Online Systems Specialist Continuing Education Outreach Technology & Equipment To: Staff Emeritus Outreach Technology & Equipment	Status Change	06/01/24

Tongbin Zan	From: Senior Accountant/Analyst Financial Services GR 44, \$61,000 annually To: Internal Auditor Office of Internal Audit & Risk Management GR 43, \$61,000 annually	Status Change	06/03/24
Joan Armstrong	Director of Project Access Project Access	Continuation of Appointment	07/01/24 06/30/25
Brenna Barber	Resource Coordinator, Missouri Mentoring Project School of Mental Health & Behavioral Science	Continuation of Appointment	07/01/24 06/30/25
Evonne Bird	From: Academic Advisor/Retention Specialist McQueary College of Health & Human Services To: Academic Advisor I McQueary College of Health & Human Services	Reclassification	07/01/24
Gates Breedlove-Koepke	From: Academic Advisor Academic Advising & Transfer Center To: Academic Advisor I Academic Advising & Transfer Center	Reclassification	07/01/24
Robert Brown	From: Academic Advisor/Retention Specialist College of Business GR 42, \$42,000 annually To: Academic Advisor I College of Business GR 42, \$43,500 annually	Reclassification & Salary Adjustment	07/01/24

Jennifer Capps	From: Academic Advisor Academic Advising & Transfer Center To: Academic Advisor I Academic Advising & Transfer Center	Reclassification	07/01/24
Thomas Carter	From: Manager Programming & Production Ozarks Public Television To: Staff Emeritus Ozarks Public Television	Status Change	07/01/24
James Chang	From: Academic Administrative Assistant II English GR 12, \$32,760 annually To: Academic Administrative Assistant III English GR 13, \$33,991 annually	Reclassification & Salary Adjustment	07/01/24
Teresa Cunningham	From: Academic Advisor Academic Advising & Transfer Center To: Academic Advisor I Academic Advising & Transfer Center	Reclassification	07/01/24
Joshua Curran	From: Academic Advisor/Retention Specialist College of Business GR 42, \$44,100 annually To: Academic Advisor II College of Business GR 42, \$46,600 annually	Reclassification & Salary Adjustment	07/01/24
Matthew Curry	Assistant Director, Jordan Valley Innovation Center Jordan Valley Innovation Center	Continuation of Appointment	07/01/24 06/30/25

Michelle Dane	From Accounting Technician Financial Services GR 13, \$37,757 annually To Lead Accounting Technician Financial Services GR 14, \$42,286 annually	Reclassification & Salary Adjustment	07/01/24
Dylan Earnshaw	From: Academic Advisor – Marketing, Recruitment & Retention College of Natural & Applied Sciences GR 42, \$42,000 annually To: Senior Academic Advisor College of Natural & Applied Sciences GR 42, \$47,000 annually	Reclassification & Salary adjustment	07/01/24
Meadow Eddleman	From: Academic Advisor/Retention Specialist College of Business To: Academic Advisor I College of Business	Reclassification	07/01/24
Evan Ellis	From: Academic Advisor/Retention Specialist College of Business To: Academic Advisor I College of Business	Reclassification	07/01/24
Edwin Garton	Instructional Technology Support Specialist Project Access	Continuation of Appointment	07/01/24 06/30/25
Lauren Gaskill	Autism Resource Specialist Project Access	Continuation of Appointment	07/01/24 06/30/25

John Hall	<p>From: Departmental Academic Advisor Criminology & Criminal Justice GR 41, \$47,250 annually</p> <p>To: Senior Academic Advisor Criminology & Criminal Justice GR 42, \$52,250 annually</p>	Reclassification & Salary Adjustment	07/01/24
Timmarie Hamilton	<p>Program Coordinator – Missouri Mentoring Program School of Mental Health & Behavioral Sciences</p>	Continuation of Appointment	07/01/24 06/30/25
Jason Hardy	<p>From: Academic Advisor/Retention Specialist College of Business GR 42, \$42,255 annually</p> <p>To: Academic Advisor II College of Business GR 42, \$46,600 annually</p>	Reclassification & Salary Adjustment	07/01/24
James Hornback	<p>From: Academic Advisor/Retention Specialist College of Business GR 42, \$42,255 annually</p> <p>To: Academic Advisor II College of Business GR 42, \$46,600 annually</p>	Reclassification & Salary Adjustment	07/01/24
Julie Jones	<p>From: Academic Advisor/Retention Specialist McQueary College of Health & Human Services</p> <p>To: Academic Advisor I McQueary College of Health & Human Services</p>	Reclassification	07/01/24

Karmen Ketchum-Brewer	From: Academic Advisor/Retention Specialist College of Business GR 42, \$49,008 annually To: Senior Academic Advisor GR 42, \$54,008 annually	Reclassification & Salary Adjustment	07/01/24
Kasey Keyes	Autism Resource Specialist Project Access	Continuation of Appointment	07/01/24 06/30/25
Jessica McShan	From: Academic Advisor/Retention Specialist McQueary College of Health & Human Services To: Academic Advisor I McQueary College of Health & Human Services	Reclassification	07/01/24
Lauren Neighbors	Autism Resource Specialist Project Access	Continuation of Appointment	07/01/24 06/30/25
Rishi Patel	Research Director Jordan Valley Innovation Center	Continuation of Appointment	07/01/24 06/30/25
George Radier	From: Academic Advisor/Retention Specialist College of Business GR 42, \$46,740 annually To: Senior Academic Advisor College of Business GR 42, \$53,240 annually	Reclassification & Salary Adjustment	07/01/24
Kaitlyn Seery	From: Academic Advisor-Marketing & Recruitment Specialist School of Hospitality & Agricultural Leadership GR 41, \$42,000 annually To: Senior Academic Advisor School of Hospitality & Agricultural Leadership GR 42, \$47,000 annually	Reclassification & Salary Adjustment	07/01/24

Eric Shively	From: Instructional Technology Support Specialist McQueary College of Health & Human Services GR 34, \$70,671 annually To: Information Technology Coordinator McQueary College of Health & Human Services GR 36, \$75,671 annually	Reclassification & Salary Adjustment	07/01/24
Kathleen Sholley	From: Academic Advisor Education Advisement GR 42, \$44,880 annually To: Academic Advisor II Education Advisement GR 42, \$47,380 annually	Reclassification & Salary Adjustment	07/01/24
Clifton M. Smart III	From: President Office of the President To: Staff Emeritus Office of the President	Status Change	07/01/24
Robert Speer	Senior Research Scientist Jordan Valley Innovation Center	Continuation of Appointment	07/01/24 06/30/25
Carly Totsch	From: Academic Advisor/Retention McQueary College of Health & Human Services GR 42, \$44,055 annually To: Academic Advisor II McQueary College of Health & Human Services GR 42, \$46,555 annually	Reclassification & Salary Adjustment	07/01/24
Emma Watkins	From: Academic Advisor/Retention McQueary College of Health & Human Services To: Academic Advisor I McQueary College of Health & Human Services	Reclassification	07/01/24

Darren Wienberg	From: Academic Advisor Academic Advising & Transfer Center	Reclassification	07/01/24
	To: Senior Academic Advisor Academic Advising & Transfer Center		
Keith Guttin	From: Head Athletics Coach Intercollegiate Athletics	Status Change	08/01/24
	To: Staff Emeritus Intercollegiate Athletics		

DEPARTMENT CHANGES:

Effective July 1, 2024 the following academic units merged to form combined academic departments and/or schools.

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Health Care Professions

Charles Babb	Academic Administrative Assistant II
Kaya Day	Academic Administrative Assistant II
Cindy Elliott	Coordinator, Informatics & Clinical Ed
Amy Goodwin	Academic Administrative Assistant II
Garrett Jackson	Academic Administrative Assistant II
Lyssa Maher-Felton	Clinic Assistant
Donna Murphy	Coordinator, Informatics & Clinical Ed
Marie Sellers	Accounting Specialist
Riannon Shelley	Fieldwork Ed & Admission Specialist
LeAnne Snow	Admissions Coordinator-Academic Advisor

School of Health Sciences

Rebecca Damron	Coordinator, Missouri Pathways Internship Prgm
Melissa Lafarlette	Academic Administrative Assistant II
Sheira Snyder	Administrative Specialist II
Braden Toeppen	Athletics Equipment Attendant
Lori Wade	Academic Administrative Assistant II

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1756-24

Approval of Actions Concerning Employee

Salary Increases Effective July 1, 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic and Non-academic employees as itemized below, are effective July 1, 2024.

Name	Department	Current Salary	Minimum Adjustment	Faculty Promotions	Equity	ATB Adjustment	New Salary
Abdullah, Elijah W.	WP Physical Plant	\$32,760				\$983	\$33,743
Aberle, Joygrace A.	Health & Wellness Center	\$42,843				\$1,285	\$44,128
Abid, Nabila Binte	Financial Aid	\$44,100				\$1,323	\$45,423
Acharya, Sreekanth	Computer Services	\$76,878				\$2,306	\$79,184
Adams, Karen C.	Enrollment Management & Services	\$40,878				\$1,226	\$42,104
Adams, Leigh A.	WP Dean of Acad Affairs Office	\$64,050				\$1,922	\$65,972
Adamson, Benjamin T.	Athletics Communications	\$58,007				\$1,740	\$59,747
Adamson, Reesha M.	School-Spec Ed Ldrshp Prof Studies	\$80,494				\$2,415	\$82,909
Adinegara, Veronica	Creative Services	\$71,400				\$2,142	\$73,542
Adkins, Gilbert G.	Lebanon Center	\$50,291				\$1,509	\$51,800
Adkison, Robert L.	Counseling Center	\$35,272				\$1,058	\$36,330
Adkisson, Brittney L.	WP Director of Univ-Community Pgms	\$32,760				\$983	\$33,743
Ahlstrand, Patrick S.	Fac Mgmt-Custodial	\$33,087				\$993	\$34,080
Ailor, Shannon C.	Research Administration	\$49,816				\$1,494	\$51,310
Akers, Leslie L.	College of Agriculture	\$39,998				\$1,200	\$41,198
Akin, Yuka	Health & Wellness Center	\$61,039				\$1,831	\$62,870
Akoro, Celestine A.	Intercollegiate Athletics	\$42,000				\$1,260	\$43,260
Alaimo, Alison L.	School of Nursing	\$83,230				\$2,497	\$85,727
Alaimo, Ian L.	McQueary College of Hlth & Hman Svs	\$90,745			\$3,000	\$2,812	\$96,557
Aleshire, Donnie E.	Fac Mgmt-Maintenance	\$48,890			\$3,120	\$1,560	\$53,570
Allen, Jonathan D.	WP Allied Health Division	\$42,500				\$1,275	\$43,775
Allen, Linda M.	Chemistry and Biochemistry	\$41,255				\$1,238	\$42,493
Allen, Matthew R.	Cybersecurity and Enterprise System	\$77,103				\$2,313	\$79,416
Allen, Rebecca L.	Biomedical Sciences	\$55,886				\$1,677	\$57,563
Alley, Thomas H.	Fac Mgmt-Custodial	\$33,415				\$1,002	\$34,417
Allgeier, Shane P.	Residence Life Housing & Dining Svc	\$62,537				\$1,876	\$64,413
Allison, Michael K.	Fac Mgmt-Custodial	\$33,088				\$993	\$34,081

Andersen, Enoch R.	Office of University Safety	\$35,359			\$1,061	\$36,420
Anderson, Gayle A.	Res Life Hous & Din Svc-Fac & Oper	\$35,272			\$1,058	\$36,330
Anderson, Lesa D.	Military Science	\$24,792			\$744	\$25,536
Anderson, Rachel M.	efactory-CBED	\$99,750			\$2,993	\$102,743
Angel, Holly D.	Intercollegiate Athletics	\$32,934			\$988	\$33,922
Anitsal, Ismet	Marketing	\$172,417			\$5,173	\$177,590
Antonopoulos, Sophia R.	College of Natl & App Science	\$42,000			\$1,260	\$43,260
Applegate, Andrea D.	Physician Assistant Studies	\$95,020	\$5,000	\$1,500	\$3,046	\$104,566
Applewhite, Olivia C.	Athletics-Basketball-Women	\$84,000			\$2,520	\$86,520
Armstrong, Etta N.	Missouri State Outreach	\$35,023			\$1,051	\$36,074
Armstrong, Joan E.	Provost Office	\$82,795			\$2,484	\$85,279
Arnold, Albert E.	Computer Services	\$70,519			\$2,116	\$72,635
Arti, FNU	Financial Services	\$64,050			\$1,922	\$65,972
Assmann, Ira L.	Admissions	\$54,600			\$1,638	\$56,238
Atkinson, Susan M.	Athletic Medical & Rehab Services	\$48,402	\$1,008		\$1,482	\$50,892
Aurentz, Cynthia L.	School of Nursing	\$98,804			\$2,964	\$101,768
Ave-Lallemant, Jussara C.	Residence Life Housing & Dining Svc	\$42,525			\$1,276	\$43,801
Babb, Charles J.	Occupational Therapy	\$33,810			\$1,014	\$34,824
Bailey, Sherry A.	Registrar	\$37,237			\$1,117	\$38,354
Baird, Craig E.	College of Natl & App Science	\$63,874			\$1,916	\$65,790
Baker, Andrew M.	School-Teaching Learn & Develop Sci	\$125,000	\$0		\$3,750	\$128,750
Baker, Anne M.	Library	\$76,606			\$2,298	\$78,904
Baker, Brent R.	Facilities Management	\$54,079			\$1,622	\$55,701
Baker, Jessica	GSB Arena	\$36,399			\$1,092	\$37,491
Balanean, Adrian D.	Registrar	\$43,367			\$1,301	\$44,668
Balasundaram, Gautam I.	Procurement Services	\$71,520			\$2,146	\$73,666
Bales, Sandra L.	Schl of Hospitality and Agri Ldrs	\$36,755			\$1,103	\$37,858
Balisle, Jessica F.	KSMU	\$54,600			\$1,638	\$56,238
Ball, Austin J.	Facilities Management	\$35,172			\$1,055	\$36,227
Ballard, Sheri L.	Financial Services	\$68,250			\$2,048	\$70,298
Banion, John A.	Procurement Services	\$61,557			\$1,847	\$63,404
Barakat, Terry M.	English Language Institute	\$53,637			\$1,609	\$55,246
Barber, Brenna D.	School-Mental Health & Behavior Sci	\$28,673	\$1,349		\$901	\$30,923
Barber, Marlin C.	President's Office	\$84,000			\$2,520	\$86,520

Barber, Sarah R.	School of Health Care Professions	\$87,136		\$6,000	\$2,794	\$95,930
Barker, Angela J.	RCASH	\$78,300			\$2,349	\$80,649
Barker, Rachelle L.	Financial Aid	\$44,100			\$1,323	\$45,423
Barker, Thomas W.	College of Agriculture	\$35,006			\$1,050	\$36,056
Barlowe, Jason M.	Greenwood Lab School	\$50,523			\$1,516	\$52,039
Barnett, Roxanne M.	Health & Wellness Center	\$42,577			\$1,277	\$43,854
Barnette, Megan E.	Admissions	\$35,314			\$1,059	\$36,373
Barnts, Kelly S.	Assoc VP for Economic Development	\$48,569			\$1,457	\$50,026
Bartolotta, Thomas	Office of University Safety	\$39,278	\$752		\$1,201	\$41,230
Barton, Travis J.	Res Life Hous & Din Svc-Fac & Oper	\$33,088			\$993	\$34,081
Barton, Tyler	Residence Life Housing & Dining Svc	\$32,759			\$983	\$33,742
Barudzic, Nina	Student Support & Opportunity Services	\$65,730			\$1,972	\$67,702
Bass, Randy J.	Health & Wellness Center	\$127,803			\$3,834	\$131,637
Bass, Toni D.	Agency For Teaching, Leading & Lng	\$56,913			\$1,707	\$58,620
Bassen, Penny L.	Fac Mgmt-Custodial	\$33,088			\$993	\$34,081
Bates, Dakota Q.	WP Director of Univ Communications	\$64,050			\$1,922	\$65,972
Baum, Allicia D.	Counseling Center	\$89,000			\$2,670	\$91,670
Baumann, Denise M.	Residence Life Housing & Dining Svc	\$79,559			\$2,387	\$81,946
Beach, Jeremy L.	Office of University Safety	\$39,934			\$1,198	\$41,132
Beach, Kimberly C.	WP Financial Aid	\$33,961			\$1,019	\$34,980
Bean, Marcella L.	WP Allied Health Division	\$39,976			\$1,199	\$41,175
Beard, Ryan D.	Athletics-Football-Men	\$288,750			\$8,663	\$297,413
Beasley, Sean M.	College of Business	\$68,020			\$2,041	\$70,061
Beauchamp, Erica M.	Res Life Hous & Din Svc-Fac & Oper	\$31,199	\$1		\$936	\$32,136
Beck, Adam C.	Physics Astronomy & Materials Sci	\$34,260			\$1,028	\$35,288
Beck, Catherine A.	Bear Claw	\$37,849			\$1,135	\$38,984
Beck, Chelsea M.	Planning, Design & Construction	\$50,165			\$1,505	\$51,670
Becker, Brett G.	WP Information Technology Services	\$70,473			\$2,114	\$72,587
Becker, Kelly R.	WP Information Technology Services	\$57,629			\$1,729	\$59,358
Beckham, Tracy L.	School of Anesthesia	\$208,474			\$6,254	\$214,728
Bedell, Dax O.	OPT	\$59,242			\$1,777	\$61,019
Beiger, Kymmee E.	Residence Life Housing & Dining Svc	\$33,743			\$1,012	\$34,755
Bell, Deana R.	WP Physical Plant	\$32,760			\$983	\$33,743
Bennett, Jessica L.	Library	\$63,138			\$1,894	\$65,032

Bennett, Michaela P.	Alumni Relations	\$55,000		\$1,650	\$56,650
Benson, Tara E.	PSU-Student Engagement	\$73,540		\$2,206	\$75,746
Benton, Kimberly S.	Bursars Office	\$44,176		\$1,325	\$45,501
Benton, Robert C.	Fac Mgmt-Grounds	\$35,643		\$1,069	\$36,712
Berkwitz, Stephen C.	Languages Cultures & Religions	\$128,671		\$3,860	\$132,531
Berry, Jessica I.	Child Development Center	\$38,523		\$1,156	\$39,679
Berry, Melissa D.	Institutional Equity & Compliance	\$113,022		\$3,391	\$116,413
Berry, Ruben W.	Agency For Teaching, Leading & Lng	\$33,488		\$1,005	\$34,493
Besara, Rachel M.	Library	\$123,870		\$3,716	\$127,586
Bilyeu, Kristin M.	Financial Services	\$68,250		\$2,048	\$70,298
Bingham, Brent P.	Res Life Hous & Din Svc-Fac & Oper	\$38,760		\$1,163	\$39,923
Bird, Biff J.	WP Information Technology Services	\$57,198		\$1,716	\$58,914
Bird, Evonne C.	McQueary College of Hlth & Hman Svs	\$44,730		\$1,342	\$46,072
Bird, H M.	School of Health Care Professions	\$133,050		\$3,992	\$137,042
Black, James E.	Office of University Safety	\$43,592		\$1,308	\$44,900
Black, Troy D.	Fac Mgmt-Maintenance	\$52,161		\$1,565	\$53,726
Blades, Jesse A.	Agency For Teaching, Leading & Lng	\$65,031		\$1,951	\$66,982
Blades, Melissa S.	Provost Office	\$44,615		\$1,338	\$45,953
Blake, Michael E.	Fac Mgmt-Custodial	\$35,361		\$1,061	\$36,422
Blankenship, Melissa D.	Hammons Student Center	\$74,684		\$2,241	\$76,925
Blanton, Robert J.	Office of University Safety	\$35,359		\$1,061	\$36,420
Bledsoe, Melissa A.	College of Agriculture	\$164,000		\$4,920	\$168,920
Bledsoe, Nathaniel R.	Postal Services	\$34,944		\$1,048	\$35,992
Blevins, Brian	Hammons Student Center	\$38,144		\$1,144	\$39,288
Bloom, Mariah B.	Institutional Equity & Compliance	\$53,550		\$1,607	\$55,157
Boaz, Ronald K.	Hammons Student Center	\$131,250		\$3,938	\$135,188
Bobbitt-Boyce, Edith	School of Health Care Professions	\$84,945	\$6,000	\$2,728	\$93,673
Boddie, John M.	Fac Mgmt-Maintenance	\$54,870		\$1,646	\$56,516
Bodenhausen, Bradley V.	VP Community & Global Partnerships	\$173,250		\$5,198	\$178,448
Boehne, Tara L.	Occupational Therapy	\$99,098		\$2,973	\$102,071
Bogart, Michele M.	Office of Human Resources	\$44,449		\$1,333	\$45,782
Bogue, John P.	College of Business	\$48,300		\$1,449	\$49,749
Bohlen, Mary-Margaret	Assessment	\$60,900		\$1,827	\$62,727
Bonds, Jim P.	Res Life Hous & Din Svc-Fac & Oper	\$48,377		\$1,451	\$49,828

Boone, Amber E.	Child Development Center	\$32,759		\$983	\$33,742
Booth, Heather L.	Ahec	\$40,526		\$1,216	\$41,742
Borneman, Dea A.	Library	\$88,886		\$2,667	\$91,553
Boslaugh, Benjamin S.	Fac Mgmt-Maintenance	\$74,785		\$2,244	\$77,029
Bowden, Tiffany L.	Office of University Safety	\$38,133		\$1,144	\$39,277
Bowen, Steven D.	Fac Mgmt-Maintenance	\$41,496		\$1,245	\$42,741
Bowers, Alyssa L.	Admissions	\$47,239		\$1,417	\$48,656
Bowles, Christina S.	Centr Academic Success & Transition	\$45,864	\$170	\$1,381	\$47,415
Bowles, Philip N.	Web Strategy and Development	\$87,168		\$2,615	\$89,783
Boys, Cathy P.	WP Dean of Acad Affairs Office	\$69,285		\$2,079	\$71,364
Braddish, Toni	Residence Life Housing & Dining Svc	\$50,400		\$1,512	\$51,912
Braden, Steven D.	Res Life Hous & Din Svc-Fac & Oper	\$58,420		\$1,753	\$60,173
Branch, Guy N.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743
Brandt, Steven C.	Fac Mgmt-Maintenance	\$39,519		\$1,186	\$40,705
Branson, Debra A.	Development Office	\$68,868		\$2,066	\$70,934
Brantley, Andy L.	Fac Mgmt-Maintenance	\$45,863	\$4,057	\$1,498	\$51,418
Brauch, Julie A.	Counseling Center	\$52,372		\$1,571	\$53,943
Bray, William O.	Mathematics	\$144,056		\$4,322	\$148,378
Breedlove-Koepke, Gates M.	Academic Advising and Transfer Ctr	\$42,000		\$1,260	\$43,260
Brennan, Kelly J.	VP Marketing & Communications	\$51,049		\$1,531	\$52,580
Bresee, Tara N.	Adult Student Services	\$37,667		\$1,130	\$38,797
Breshears, Andrea M.	Networking & Telecommunications	\$41,168		\$1,235	\$42,403
Breshears, Rhonda K.	Provost Office	\$47,840		\$1,435	\$49,275
Brewer, Gene A.	Bookstore	\$43,618		\$1,309	\$44,927
Brewer, Kimberly A.	Child Development Center	\$32,760		\$983	\$33,743
Brewington, Cody H.	efactory-CBED	\$65,520		\$1,966	\$67,486
Bridges, Cindy J.	WP Student Advisemnt & Acad Sup Ctr	\$60,254		\$1,808	\$62,062
Bridges, Phillip R.	English Language Institute	\$53,637		\$1,609	\$55,246
Brinkerhoff, Kris A.	WP Director of Univ Communications	\$56,840		\$1,705	\$58,545
Britton, Richard L.	Fac Mgmt-Maintenance	\$47,028		\$1,411	\$48,439
Brock, Marcus O.	Athletics Strength & Conditioning	\$40,000		\$1,200	\$41,200
Brockgreitens, Kayla J.	Res Life Hous & Din Svc-Fac & Oper	\$32,239		\$967	\$33,207
Brower, Shawn R.	Fac Mgmt-Maintenance	\$56,661		\$1,700	\$58,361
Brown, Abby M.	Computer Services	\$63,790		\$1,914	\$65,704

Brown, Jeffrey D.	Environmental Health & Safety	\$42,461		\$1,274	\$43,735
Brown, Joshua C.	Office of University Safety	\$39,478		\$1,184	\$40,662
Brown, Kenneth H.	Provost Office	\$182,700		\$5,481	\$188,181
Brown, Lori A.	Health & Wellness Center	\$173,628		\$5,209	\$178,837
Brown, Robert L.	College of Business	\$43,500		\$1,305	\$44,805
Brown, Samuel J.	Fac Mgmt-Maintenance	\$42,019		\$1,261	\$43,280
Browning, Kenneth R.	Office of University Safety	\$41,452		\$1,244	\$42,696
Broyles, Thora J.	WP Dean of Acad Affairs Office	\$46,371		\$1,391	\$47,762
Broz, Gina M.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Broz, Victor	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$983	\$33,743
Bryan, Michelle M.	WP Registration & Records	\$54,075		\$1,622	\$55,697
Buckner, Mindy	Health & Wellness Center	\$34,069		\$1,022	\$35,091
Buckner, Sally J.	School-Spec Ed Ldrshp Prof Studies	\$38,153	\$500	\$1,160	\$39,813
Burasco, Nico R.	OPT	\$40,680		\$1,220	\$41,900
Burger, Mary E.	Athletics-Tennis-Women	\$42,000		\$1,260	\$43,260
Burkhart, Sarah J.	Health & Wellness Center	\$44,706		\$1,341	\$46,047
Burks, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$37,673		\$1,130	\$38,803
Burrough, Elizabeth K.	School of Nursing	\$35,129		\$1,054	\$36,183
Burton, Charles E.	Res Life Hous & Din Svc-Fac & Oper	\$34,070		\$1,022	\$35,092
Burton, Kelsi M.	Schl of Earth Enviro & Sustain	\$46,200		\$1,386	\$47,586
Busby, Charles M.	Web Strategy and Development	\$56,481		\$1,694	\$56,410
Butcher, Darla J.	Agency For Teaching, Leading & Lng	\$67,369		\$2,021	\$69,390
Butts, Brent R.	Fac Mgmt-Custodial	\$31,200		\$936	\$32,136
Byrd, Morganza A.	Financial Services	\$59,850		\$1,796	\$61,646
Cahoj, Patricia A.	Physical Therapy	\$109,367		\$3,281	\$112,648
Cahoj, Richard J.	WP Bookstore	\$54,500		\$1,635	\$56,135
Caldwell, Kelly	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Calico, Dean A.	Fac Mgmt-Custodial	\$34,398		\$1,032	\$35,430
Campbell, Garry	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Campbell-Hicks, Meagan L.	Admissions	\$35,192		\$1,056	\$36,248
Canada, Corey B.	Web Strategy and Development	\$111,825		\$3,355	\$115,180
Canales, Roberto	Physician Assistant Studies	\$138,458		\$4,154	\$142,612
Cantrell, Shelley M.	VP Administration and Finance	\$50,000		\$1,500	\$51,500
Capps, Jennifer R.	Academic Advising and Transfer Ctr	\$42,000		\$1,260	\$43,260

Capps, Steven C.	School-Mental Health & Behavior Sci	\$82,564		\$2,477	\$85,041
Cardin, Ashlea D.	Occupational Therapy	\$121,118		\$3,634	\$124,752
Carnahan, Grant M.	Athletics Strength & Conditioning	\$43,050		\$1,292	\$44,342
Carroll, Tracy	Schl of Earth Enviro & Sustain	\$34,857		\$1,046	\$35,903
Carter, Marissa A.	Res Life Hous & Din Svc-Fac & Oper	\$36,581	\$141	\$1,102	\$37,823
Carter, Nicholas A.	Bookstore	\$44,100	\$1,934	\$1,381	\$47,415
Carter, Scott W.	Development Office	\$68,250		\$2,048	\$70,298
Carter, Thomas A.	Opt	\$82,369		\$2,471	\$84,840
Casada, Debra K.	Fac Mgmt-Custodial	\$42,961		\$1,289	\$44,250
Case, William P.	OPT	\$66,763		\$2,003	\$68,766
Catlin, Gabrielle E.	Dean of Students Office	\$55,100	\$1,721	\$1,705	\$58,526
Cavin, Acacia F.	Child Development Center	\$36,750		\$1,103	\$37,853
Cavitt, Bruce A.	WP Student Advisemnt & Acad Sup Ctr	\$42,280		\$1,268	\$43,548
Cederwall, Craig M.	Facilities Management	\$41,844		\$1,255	\$43,099
Chakraborty, Sapna	Occupational Therapy	\$130,000		\$3,900	\$133,900
Chambers, Jeffery D.	Fac Mgmt-Grounds	\$68,161		\$2,045	\$70,206
Chang, James J.	English	\$32,760		\$983	\$33,743
Charles, Simon W.	Office of University Safety	\$35,359		\$1,061	\$36,420
Chastain, William S.	Fac Mgmt-Maintenance	\$56,159		\$1,685	\$57,844
Chavez, Katrina	Registrar	\$68,665		\$2,060	\$70,725
Chen, Jing	Financial Services	\$59,850		\$1,796	\$61,646
Chen, Li-Ling	Schl of Agri Sci and Conservation	\$51,289		\$1,539	\$52,828
Cheney, Andrew J.	Athletic Medical & Rehab Services	\$48,825	\$585	\$1,482	\$50,892
Chesman, Jeremy A.	Music	\$99,063		\$2,972	\$102,035
Childress, Priscilla	Dean of Students Office	\$65,237		\$1,957	\$67,194
Childs, Elaina K.	Financial Aid	\$35,309		\$1,059	\$36,368
Chitwood, Sierra J.	Residence Life Housing & Dining Svc	\$48,000		\$1,440	\$49,440
Chorn, Gary D.	Fac Mgmt-Maintenance	\$77,325		\$2,320	\$79,645
Chorn, Malynda L.	Facilities Management	\$45,312		\$1,359	\$46,671
Church, Kimberly S.	Accounting	\$177,262		\$5,318	\$182,580
Cinkosky, Heather R.	Health & Wellness Center	\$44,422		\$1,333	\$45,755
Citterio, Chiara	Counseling Center	\$56,839		\$1,705	\$58,544
Clark, Donald L.	Fac Mgmt-Custodial	\$70,523		\$2,116	\$72,639
Clark, Drew I.	WP Director of Univ Communications	\$39,312	\$718	\$1,201	\$41,230

Clark, Jacob M.	COE-Education Advisement	\$42,000		\$1,260	\$43,260
Clark, James M.	Fac Mgmt-Grounds	\$44,190		\$1,326	\$45,516
Clark, Kimberly A.	Advancement Services	\$37,429		\$1,123	\$38,552
Clark, William T.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Claussen, Patty A.	COE-Education Field Experiences	\$43,680		\$1,310	\$44,990
Clayton, Lauren	Office of University Safety	\$37,128		\$1,114	\$38,242
Clayton, Ryan	Res Life Hous & Din Svc-Fac & Oper	\$33,415		\$1,002	\$34,417
Clements, Melinda J.	Residence Life Housing & Dining Svc	\$34,398		\$1,032	\$35,430
Clemmons, Vera V.	Office of University Safety	\$42,618		\$1,279	\$43,897
Clemons, Joseph M.	Residence Life Housing & Dining Svc	\$36,337		\$1,090	\$37,427
Clifford, Drew C.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Cloud, Samuel J.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Clouse, Nick D.	Faculty Ctr For Teaching & Learning	\$48,508		\$1,455	\$49,963
Cobban, Jean A.	College of Agriculture	\$45,177		\$1,355	\$46,532
Cochran, Alexander M.	VP University Advancement	\$32,760		\$983	\$33,743
Cockrum, Angela P.	Networking & Telecommunications	\$77,099		\$2,313	\$79,412
Coffman, Lance R.	efactory-CBED	\$62,000		\$1,860	\$63,860
Coffman, Steven D.	Networking & Telecommunications	\$105,000	\$2,500	\$3,225	\$110,725
Cohen, Lori J.	Health & Wellness Center	\$222,600		\$6,678	\$229,278
Coiner, Jeffery S.	CIO Information Services	\$173,250		\$5,198	\$178,448
Cole, Alice R.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Cole, Andrew C.	RCASH	\$54,687		\$1,641	\$56,328
Collier, Jonathan M.	Fac Mgmt-Maintenance	\$57,843		\$1,735	\$59,578
Collins, Alyssa D.	WP Business Office	\$49,140	\$270	\$1,482	\$50,892
Collins, CJ	WP Information Technology Services	\$65,703		\$1,971	\$67,674
Collins, David J.	Athletics-Swimming-Men	\$82,014		\$2,460	\$84,474
Collins, Kileene M.	WP Student Services	\$44,719		\$1,342	\$46,061
Colony, Garrett S.	Ctr Resource Planning & Management	\$43,500		\$1,305	\$44,805
Compton, Pamela	Residence Life Housing & Dining Svc	\$33,415		\$1,002	\$34,417
Conaway, Christy L.	English Language Institute	\$46,768		\$1,403	\$48,171
Conlon, Shannon L.	Library	\$43,701		\$1,311	\$45,012
Consolino, Dominic	RCASH	\$49,968		\$1,499	\$51,467
Cook, Kimberly D.	Physician Assistant Studies	\$97,137	\$3,000	\$3,004	\$103,141
Cook, Kyra R.	Residence Life Housing & Dining Svc	\$27,299		\$819	\$28,118

Cook, Marcus L.	WP Student Advisemnt & Acad Sup Ctr	\$38,430	\$1,600		\$1,201	\$41,230
Cook, Sheila	Sociology & Anthropology	\$34,943			\$1,048	\$35,991
Cooley, Douglas J.	WP Admissions	\$34,069	\$743		\$1,044	\$35,857
Coones, Jacquelyn L.	Development Office	\$99,750			\$2,993	\$102,743
Coons, Jason N.	Office of Human Resources	\$44,993			\$1,350	\$46,343
Cordry, Bryce M.	Cybersecurity and Enterprise System	\$65,703			\$1,971	\$67,674
Cornelsen, Jamie L.	School-Teaching Learn & Develop Sci	\$78,000			\$2,340	\$80,340
Coronado, Tracey J.	Environmental Health & Safety	\$40,500			\$1,215	\$41,715
Corro, Naomie D.	Occupational Therapy	\$90,000			\$2,700	\$92,700
Cortez, Willie G.	Fac Mgmt-Maintenance	\$42,860			\$1,286	\$44,146
Coulter, Terrie A.	Intercollegiate Athletics	\$45,426			\$1,363	\$46,789
Cowan, Katie	Admissions	\$38,001			\$1,140	\$39,141
Cox, Amanda R.	Biology	\$37,439			\$1,123	\$38,562
Cox, Jennifer C.	VP Administration and Finance	\$110,000			\$3,300	\$113,300
Craig, Rebecca L.	WP Financial Aid	\$40,680			\$1,220	\$41,900
Cramer, Michael W.	Fac Mgmt-Custodial	\$33,088			\$993	\$34,081
Creson, Michelle D.	Financial Aid	\$37,466			\$1,124	\$38,590
Cressman, Trevor S.	WP Dean of Acad Affairs Office	\$50,000			\$1,500	\$51,500
Crews, Carrie D.	College of Agriculture	\$42,183			\$1,265	\$43,448
Crockett, Jeffrey G.	Office of University Safety	\$39,303			\$1,179	\$40,482
Crockett, Jonathan	Facilities Management	\$61,088			\$1,833	\$62,921
Culbertson, Cory B.	Fac Mgmt-Custodial	\$33,415			\$1,002	\$34,417
Culver, Sandra E.	College of Business	\$77,305			\$2,319	\$79,624
Cummings, Ranald	OPT	\$36,000			\$1,080	\$37,080
Cummings, Valerie D.	Web Strategy and Development	\$55,789			\$1,674	\$57,463
Cunningham, Beth	Athletics-Basketball-Women	\$346,500			\$10,395	\$356,895
Cunningham, Simone K.	Facilities Management	\$33,851			\$1,016	\$34,867
Cunningham, Teresa A.	Academic Advising and Transfer Ctr	\$42,000			\$1,260	\$43,260
Cunningham, Thomas E.	Schl of Earth Enviro & Sustain	\$52,702			\$1,581	\$54,283
Cupka Head, Kevin M.	RCASH	\$87,360			\$2,621	\$89,981
Curbow, Caitlin E.	Postal Services	\$34,297			\$1,029	\$35,326
Curless, Jacob E.	Juanita K Hammons Hall	\$36,919			\$1,108	\$38,027
Curran, Joshua D.	College of Business	\$46,600			\$1,398	\$47,998
Curry, Matthew T.	Jordan Valley Innovation Center	\$132,062		\$7,234	\$4,179	\$143,475

Curtis, Lamar L.	Financial Services	\$59,207		\$1,776	\$60,983
Curtis, Scott M.	Chemistry and Biochemistry	\$46,111		\$1,383	\$47,494
Cyr, Gail L.	Health & Wellness Center	\$81,096		\$2,433	\$83,529
Da Costa, Robson G.	WP Athletics-Women	\$40,000		\$1,200	\$41,200
Damron, Rebecca E.	Public Health and Sports Medicine	\$48,879	\$531	\$1,482	\$50,892
Dane, Michelle L.	Financial Services	\$42,286		\$1,269	\$43,555
Daniels, Amy J.	Financial Services	\$59,850		\$1,796	\$61,646
Daniels, Thomas D.	Res Life Hous & Din Svc-Fac & Oper	\$35,118		\$1,054	\$36,172
Darter, Tommy G.	Fac Mgmt-Maintenance	\$47,697		\$2,223	\$1,498
Daugherty, Justin	Office of University Safety	\$35,360		\$1,061	\$36,421
Davidson, Bradley W.	Assoc VP for Economic Development	\$90,000		\$2,700	\$92,700
Davidson, Michael P.	Fac Mgmt-Maintenance	\$54,599		\$1,638	\$56,237
Davis, Alicia M.	Office of University Safety	\$37,455		\$1,124	\$38,579
Davis, Brenna R.	Creative Services	\$44,201		\$1,326	\$45,527
Davis, Chelsea E.	Legal Affairs and Compliance	\$41,166		\$3,834	\$1,350
Davis, Janet L.	College of Business	\$40,522		\$1,216	\$41,738
Davis, John W.	Campus Recreation	\$33,415		\$1,002	\$34,417
Davis, Lora P.	WP Student Services	\$39,519	\$510	\$1,201	\$41,230
Davis, Misty N.	WP Physical Plant	\$35,599	\$1,123	\$1,102	\$37,823
Davis, Ruth A.	Office of University Safety	\$38,407		\$1,152	\$39,559
Day, Kaya P.	Physical Therapy	\$38,364		\$1,151	\$39,515
Day, Lori K.	Admissions	\$38,740		\$1,162	\$39,902
Deal, Kerri D.	Dean of Students Office	\$42,283		\$1,268	\$43,551
Deal, William P.	Psychology	\$126,587		\$3,798	\$130,385
Deason, Jerome S.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743
Deckard, Shelly K.	Jordan Valley Innovation Center	\$68,000		\$2,040	\$70,040
Decker, James B.	Missouri State Outreach	\$70,194		\$2,106	\$72,300
Dees, Charles C.	Fac Mgmt-Grounds	\$47,712		\$1,431	\$49,143
Deever, Nakia	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Del Pilar, Jose A.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Denbow, Cortney D.	Plaster Student Union Admin	\$45,001		\$1,350	\$46,351
Dennison, Courtney M.	Athletics-Football-Men	\$78,000		\$2,340	\$80,340
Denniston, Emily M.	efactory-CBED	\$93,450		\$2,804	\$96,254
Denson, Chloe R.	Cybersecurity and Enterprise System	\$91,396		\$2,742	\$94,138

Depriest, Christopher S.	Theatre & Dance	\$59,836		\$1,795	\$61,631
Derrick, Laura J.	Planning, Design & Construction	\$82,480		\$2,474	\$84,954
Derricks, Shannon E.	Athletic Medical & Rehab Services	\$61,462		\$1,844	\$63,306
Dettmers, Crystal R.	Registrar	\$43,367		\$1,301	\$44,668
DeWitt, Clyta A.	Bookstore	\$32,760		\$983	\$33,743
Dickens, Kristen R.	Schl of Earth Enviro & Sustain	\$48,300	\$1,110	\$1,482	\$50,892
Dickerson, Kerry	VP University Advancement	\$100,260		\$3,008	\$103,268
Dickinson, Clara M.	Schl of Hospitality and Agri Ldrs	\$50,000		\$1,500	\$51,500
Diestelkamp, Hailey J.	Athletics-Basketball-Women	\$36,750		\$1,103	\$37,853
Dirks-Ham, Chelsea R.	Athletics-Swimming-Men	\$50,614		\$1,518	\$52,132
Dixon, Julia G.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Dixon, Kimberly J.	efactory-CBED	\$52,500		\$1,575	\$54,075
Dixon, Stephanie	Public Affairs and Assessment	\$41,361		\$1,241	\$42,602
Dixon, Tammy L.	Counseling Center	\$73,934		\$2,218	\$76,152
Dockery, Rachael M.	Legal Affairs and Compliance	\$225,000		\$6,750	\$231,750
Dogwiler, Toby J.	Schl of Earth Enviro & Sustain	\$136,771		\$4,103	\$140,874
Donnellan, Debra M.	Office of Human Resources	\$65,201		\$1,956	\$67,157
Donnelson, Nicki L.	efactory-CBED	\$68,250		\$2,048	\$70,298
Douglas, Briar A.	PSU-Student Engagement	\$40,941		\$1,228	\$42,169
Douglas, Carole K.	Residence Life Housing & Dining Svc	\$59,660		\$1,790	\$61,450
Douglas, Jennifer L.	Bookstore	\$49,490		\$1,485	\$50,975
Douglas-Frerking, Cassie B.	Communicaton Media Journalism & Film	\$33,991	\$11	\$1,020	\$35,022
Downing, Michael B.	Athletics-Football-Men	\$52,000		\$1,560	\$53,560
Drew, Christopher A.	KSMU	\$48,000		\$1,440	\$49,440
Driskell, Russell D.	Agriculture-Mtn Grv Campus	\$43,128		\$1,294	\$44,422
Driskell, Vickie J.	WP Director of Univ Communications	\$46,781		\$1,403	\$48,184
Dronet, Cheryl R.	Juanita K Hammons Hall	\$38,225	\$1,805	\$1,201	\$41,230
Dubree, Kimberly L.	College of Education	\$48,192	\$816	\$1,470	\$50,479
Dudden, Katie N.	Development Office	\$50,887		\$1,527	\$52,414
Dudden, Paul D.	Facilities Management	\$52,500		\$1,575	\$54,075
Dudley, Pamela K.	Ozarks Public Health	\$45,349		\$1,360	\$46,709
Duffy, Brittany E.	Residence Life Housing & Dining Svc	\$36,337		\$1,090	\$37,427
Dulaney, Julie A.	WP Admissions	\$34,069		\$1,022	\$35,091
Dunagan, Virginia L.	Agency For Teaching, Leading & Lng	\$53,500	\$3,321	\$1,705	\$58,526

Dunn, William B.	VP University Advancement	\$190,607		\$5,718	\$196,325
Durden, Karen G.	Library	\$41,626		\$1,249	\$42,875
Dykes, Barbara J.	WP Instruction	\$43,112		\$1,293	\$44,405
Earnshaw, Dylan	College of Natl & App Science	\$47,000		\$1,410	\$48,410
Easley, Robert E.	Res Life Hous & Din Svc-Fac & Oper	\$37,439		\$1,123	\$38,562
Eason, Armani R.	Student Support & Opportunity Services	\$42,000		\$1,260	\$43,260
Easter, Eric C.	Planning, Design & Construction	\$71,400		\$2,142	\$73,542
Easter, Lauren N.	Campus Recreation	\$63,698	\$2,548	\$1,987	\$68,233
Eddleman, Meadow R.	College of Business	\$42,000		\$1,260	\$43,260
Edmond, Brian S.	Computer Services	\$99,604		\$2,988	\$102,592
Edwards, Brianne D.	Schl of Earth Enviro & Sustain	\$44,000		\$1,320	\$45,320
Elkins, Brandon M.	Office of University Safety	\$41,452		\$1,244	\$42,696
Elkins, John A.	Fac Mgmt-Maintenance	\$39,311		\$1,179	\$40,490
Elkins, Sherry B.	Career Center	\$43,260		\$1,298	\$44,558
Elliott, Cindy L.	Physical Therapy	\$39,985	\$45	\$1,201	\$41,230
Ellis, Carol A.	Bookstore	\$39,728		\$1,192	\$40,920
Ellis, Deborah L.	Health & Wellness Center	\$51,528		\$1,546	\$53,074
Ellis, Dennis L.	Fac Mgmt-Maintenance	\$39,519		\$1,186	\$40,705
Ellis, Evan A.	College of Business	\$42,000		\$1,260	\$43,260
Elrod, Keri L.	WP Aquatics-Wellness	\$56,320		\$1,690	\$58,010
Elsworth, Elizabeth A.	Office of University Safety	\$36,853		\$1,106	\$37,959
Embretson, Scott A.	Bookstore	\$51,933		\$1,558	\$53,491
Emery, Ashley N.	Intercollegiate Athletics	\$39,900		\$1,197	\$41,097
Emery, Jeremy J.	Agriculture-Mtn Grv Campus	\$37,160	\$1,389	\$1,156	\$39,706
Engler, Karen	School-Spec Ed Ldrshp Prof Studies	\$93,187		\$2,796	\$95,983
Epperson, Tracey J.	Fac Mgmt-Maintenance	\$57,000		\$1,710	\$58,710
Essary, Brenda E.	School-Teaching Learn & Develop Sci	\$33,851		\$1,031	\$35,382
Essel, Paul J.	Financial Services	\$84,000		\$2,520	\$86,520
Estes, Rebecca A.	WP Student Advisemnt & Acad Sup Ctr	\$33,252		\$998	\$34,250
Euglow, Rebecca A.	Registrar	\$45,343		\$1,360	\$46,703
Euglow, Todd R.	Career Center	\$52,608		\$1,578	\$54,186
Evans, Kelly T.	Financial Aid	\$64,256		\$1,928	\$66,184
Evans, Ronnie D.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129	\$1,705	\$58,526
Fairchild, Austin L.	Fac Mgmt-Custodial	\$33,087		\$993	\$34,080

Fairchild, Joseph W.	VP Community & Global Partnerships	\$55,119		\$1,654	\$56,773
Fairchild, Marisa D.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Falls, Berlin D.	Fac Mgmt-Custodial	\$39,697		\$1,191	\$40,888
Falls, Karen S.	Fac Mgmt-Custodial	\$38,894		\$1,167	\$40,061
Fan, Jinzi	International Programs	\$57,226	\$2,875	\$1,803	\$61,904
Fansler, Gregory T.	VP University Advancement	\$115,970		\$3,479	\$119,449
Feeney, Sylvia M.	School of Anesthesia	\$226,860		\$6,806	\$233,666
Feind, Danny W.	KSMU	\$63,121		\$1,894	\$65,015
Ferber, Jason C.	OPT	\$44,906		\$1,347	\$46,253
Ferguson, Julie F.	COE-Education Field Experiences	\$38,225	\$1,805	\$1,201	\$41,230
Ferguson, Michael L.	Alumni Relations	\$56,641		\$1,699	\$58,340
Ferguson, Wendy M.	Development Office	\$125,370		\$3,761	\$129,131
Fife, Jordan	Athletics-Track-Women	\$70,410		\$2,112	\$72,522
Figueiredo, Patricia L.	WP Athletics-Women	\$64,219		\$1,927	\$66,146
Fischer, Scott R.	Library	\$34,993		\$1,050	\$36,043
Fisher, Destiney R.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Fisher, Megan B.	Athletics Communications	\$43,841		\$1,315	\$45,156
Flannery, Sean M.	Computer Services	\$65,512		\$1,965	\$67,477
Foreman, Kerry M.	Fac Mgmt-Maintenance	\$44,719		\$1,342	\$46,061
Forester, Carol L.	Office of University Safety	\$35,678		\$1,070	\$36,748
Forshee, Bryan T.	Technology & Construction Mgmt	\$53,253		\$1,598	\$54,851
Foster, Karen M.	Plaster Student Union Admin	\$48,308		\$1,449	\$49,757
Fox, Michael	Networking & Telecommunications	\$49,968		\$1,499	\$51,467
Francka, Jacob J.	Fac Mgmt-Maintenance	\$49,989		\$1,500	\$51,489
Franklin, Christopher D.	Athletics-Football-Men	\$65,000		\$1,950	\$66,950
Franklin, Ronald L.	Res Life Hous & Din Svc-Fac & Oper	\$35,879		\$1,076	\$36,956
Franks, Dalton D.	Intercollegiate Athletics	\$38,225	\$1,805	\$1,201	\$41,230
Frazier, Toryana N.	Financial Services	\$42,719		\$1,282	\$44,001
Frederick, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$102,398		\$3,072	\$105,470
Freeman, Kevin L.	Agency For Teaching, Leading & Lng	\$56,913		\$1,707	\$58,620
Freeman, Louis M.	Web Strategy and Development	\$43,678		\$1,310	\$44,988
Freeman, Shawn E.	Athletic Medical & Rehab Services	\$100,000		\$3,000	\$103,000
Frerichs, Warren R.	Graduate College	\$42,000		\$1,260	\$43,260
Frey, Mary K.	Campus Recreation	\$34,860	\$1,743	\$1,098	\$37,701

Frid, Danny A.	Athletics-Soccer-Men	\$43,680		\$1,310	\$44,990
Friedland, Russell A.	Athletics-Volleyball-Women	\$62,537		\$1,876	\$64,413
Fritz, Marla D.	Advancement Services	\$35,119		\$1,054	\$36,173
Frizell, Michael L.	Bear Claw	\$72,728		\$2,182	\$74,910
Froneberger, Christine M.	TRIO	\$40,000		\$1,200	\$41,200
Fry, Thadaeus A.	Agriculture-Mtn Grv Campus	\$39,998		\$1,200	\$41,198
Gao, Yan	Financial Services	\$64,050	\$3,203	\$2,018	\$69,270
Gardner, Arianna S.	Alumni Relations	\$52,500		\$1,575	\$54,075
Gardner, Hobart J.	Fac Mgmt-Maintenance	\$43,070		\$1,292	\$44,362
Gardner, Michael R.	Office of University Safety	\$46,784		\$1,404	\$48,188
Garland, Brett E.	Criminology	\$140,273		\$4,208	\$144,481
Garland, Diana K.	Bear Claw	\$67,781		\$2,033	\$69,814
Garner, Chuck L.	Agency For Teaching, Leading & Lng	\$91,728		\$2,752	\$94,480
Garretson, Tanya L.	Planning, Design & Construction	\$69,825		\$2,095	\$71,920
Garrison, Traci A.	Occupational Therapy	\$107,052		\$3,212	\$110,263
Garton, Edwin M.	Provost Office	\$72,519		\$2,176	\$74,695
Gaskill, Lauren A.	Provost Office	\$60,000		\$1,800	\$61,800
Gaspard, Mason J.	International Services	\$47,355	\$2,375	\$1,492	\$51,222
Gastler, Hailey B.	Fac Mgmt-Grounds	\$34,943		\$1,048	\$35,991
Ge, Yidan	Financial Services	\$49,149		\$1,474	\$50,623
Gebken, Richard J.	Technology & Construction Mgmt	\$141,500		\$4,245	\$145,745
Geiger, Lacey J.	Computer Services	\$64,256		\$1,928	\$66,184
Genisio, Carlye J.	PSU-Student Engagement	\$46,830		\$1,405	\$48,235
George, Jessica N.	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
George, Nathaniel C.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Gibby, Zachary D.	Computer Services	\$54,765		\$1,643	\$56,408
Gieselmann France, Tracie D.	Library	\$49,957	\$700	\$1,520	\$52,177
Gilbert, Tyler	Facilities Management	\$35,170		\$1,055	\$36,225
Gildard, Myles	McQueary College of Hlth & Hman Svs	\$58,422	\$2,000	\$1,813	\$62,235
Giles, Chelsey N.	Enrollment Management & Services	\$90,072		\$2,702	\$92,774
Givens, Dustin	Fac Mgmt-Grounds	\$34,839		\$1,045	\$35,885
Gladden, Monte D.	GSB Arena	\$55,703		\$1,671	\$57,374
Glaessgen, Tracey A.	Centr Academic Success & Transition	\$67,908		\$2,037	\$69,945
Glasgow, Betty N.	Agency For Teaching, Leading & Lng	\$53,500	\$3,321	\$1,705	\$58,526

Glynn, Timothy S.	Res Life Hous & Din Svc-Fac & Oper	\$34,398		\$1,032	\$35,430
Gnau, Jaime B.	Public Health and Sports Medicine	\$56,163	\$6,500	\$1,880	\$64,543
Goerndt, Angela M.	Research Administration	\$57,107		\$1,713	\$58,820
Goetz, Molly G.	Residence Life Housing & Dining Svc	\$40,500		\$1,215	\$41,715
Goheen, Donicia K.	Residence Life Housing & Dining Svc	\$33,088		\$993	\$34,081
Goheen, Lindsey K.	Residence Life Housing & Dining Svc	\$27,299		\$819	\$28,118
Golden, Brooke M.	Admissions	\$38,001		\$1,140	\$39,141
Golden, Mary L.	Provost Office	\$62,424		\$1,873	\$64,297
Gomez, Ramona R.	Residence Life Housing & Dining Svc	\$26,000		\$780	\$26,779
Gong, Xiao'ou	College of Business	\$62,279		\$1,868	\$64,147
Good, William C.	College of Natl & App Science	\$51,411		\$1,542	\$52,953
Goodman, Melissa R.	Intercollegiate Athletics	\$56,320	\$501	\$1,705	\$58,526
Goodwin, Amy M.	Communication Sciences & Disorders	\$34,477		\$1,034	\$35,511
Goodwin, Debra A.	Development Office	\$41,497		\$1,245	\$42,742
Goodwin, Juliana L.	Creative Services	\$47,228		\$1,417	\$48,645
Gordon, Nancy A.	Faculty Ctr For Teaching & Learning	\$80,470		\$2,414	\$82,884
Grace, Amy R.	Fac Mgmt-Grounds	\$35,294		\$1,059	\$36,353
Graham, Alexandra E.	WP Dean of Acad Affairs Office	\$54,557		\$1,637	\$56,194
Graham, Christy L.	Graduate College	\$59,508		\$1,785	\$61,293
Graham, Diana	Res Life Hous & Din Svc-Fac & Oper	\$46,061		\$1,382	\$47,443
Graham, Ning	Financial Services	\$57,000		\$1,710	\$58,710
Graves, Tahara J.	Facilities Management	\$41,808		\$1,254	\$43,062
Green, Carol J.	Institutional Research	\$47,651		\$1,430	\$49,081
Green, Marian E.	College of Education	\$35,580	\$500	\$1,082	\$37,162
Grevillius, Jeffrey R.	Bookstore	\$58,819		\$1,765	\$60,584
Gribben, Eric A.	Fac Mgmt-Maintenance	\$48,700		\$1,461	\$50,161
Griffin, Tex A.	Fac Mgmt-Custodial	\$31,200		\$936	\$32,136
Griffith, Kasey L.	Athletics-Softball-Women	\$56,700		\$1,701	\$58,401
Grills, Benton G.	WP Physical Plant	\$34,049		\$1,021	\$35,070
Grimsley, Jared A.	Residence Life Housing & Dining Svc	\$51,458		\$1,544	\$53,002
Grindstaff, Brian K.	College of Natl & App Science	\$56,075		\$1,682	\$57,757
Grisham, Paige M.	Development Office	\$54,600		\$1,638	\$56,238
Gross, Tracy L.	Faculty Ctr For Teaching & Learning	\$67,200		\$2,016	\$69,216
Guensch, Darren P.	Athletics-Basketball-Women	\$126,000		\$3,780	\$129,780

Guilbault, Kayla A.	Web Strategy and Development	\$40,000	\$30		\$1,201	\$41,230
Guillen, Tristen K.	Plaster Student Union Physical Plnt	\$32,760			\$983	\$33,743
Gunion, Sarah E.	Financial Aid	\$44,100			\$1,323	\$45,423
Guo, Xiang	Information Tech and Cybersecurity	\$180,000		\$5,000	\$5,550	\$190,550
Guttin, Keith	Athletics-Baseball-Men	\$144,639			\$4,339	\$148,978
Gwaltney, Michael	WP Physical Plant	\$32,760			\$983	\$33,743
Hackworth, Michel K.	Financial Services	\$115,000			\$3,450	\$118,450
Hader, William K.	VP Community & Global Partnerships	\$85,050		\$5,145	\$2,706	\$92,901
Haener, Lori B.	Health & Wellness Center	\$55,585			\$1,668	\$57,253
Hahn, Kathleen S.	School of Anesthesia	\$45,179			\$1,355	\$46,534
Hall, David A.	Facilities Management	\$115,368			\$3,461	\$118,829
Hall, John A.	Criminology	\$52,250			\$1,568	\$53,818
Hall, Stefani N.	Student Support & Opportunity Services	\$38,771		\$1,500	\$1,208	\$41,479
Halpin, Maxwell C.	Athletics-Football-Men	\$80,000			\$2,400	\$82,400
Hamilton, Melisa A.	efactory-CBED	\$52,500			\$1,575	\$54,075
Hamilton, Timmarie I.	School-Mental Health & Behavior Sci	\$45,788	\$246		\$1,381	\$47,415
Hammar, Abraham T.	International Programs	\$68,250		\$2,750	\$2,130	\$73,130
Hammers, Michael G.	Fac Mgmt-Maintenance	\$54,153			\$1,625	\$55,778
Hamon, Pascal	English Language Institute	\$63,920		\$3,196	\$2,013	\$69,129
Hampton, Mona J.	Procurement Services	\$37,757			\$1,133	\$38,890
Handley, Scott E.	Honors College	\$82,149			\$2,464	\$84,613
Haney, Lisa M.	Ctr For Archeological Research	\$46,196			\$1,386	\$47,582
Haney, Teresa A.	Admissions	\$90,072			\$2,702	\$92,774
Hankins, Amy D.	Library	\$41,137			\$1,234	\$42,371
Harbaugh, Rebecca	Registrar	\$68,665			\$2,060	\$70,725
Hardy, Jason A.	College of Business	\$46,600			\$1,398	\$47,998
Hargiss, Raymond	Campus Recreation	\$44,772			\$1,343	\$46,115
Harp, Paige E.	Library	\$45,373			\$1,361	\$46,734
Harp, Patrick D.	Computer Services	\$52,986			\$1,590	\$54,576
Harper, Alison K.	Alumni Relations	\$70,818			\$2,125	\$72,943
Harris, Alma J.	WP Physical Plant	\$32,760			\$983	\$33,743
Harris, Hannah J.	School-Mental Health & Behavior Sci	\$56,927			\$1,708	\$58,635
Harris, Laura M.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129		\$1,705	\$58,526
Harrison, Rebecca L.	International Programs	\$42,714			\$1,281	\$43,995

Hart, Algerian	President's Office	\$173,250		\$5,198	\$178,448
Harter, Sharon K.	McQueary College of Hlth & Hman Svs	\$34,335		\$1,030	\$35,365
Hartzler, Nathan S.	RCASH	\$58,669		\$1,760	\$60,429
Harvey, Terrill A.	Bookstore	\$39,628		\$1,189	\$40,817
Haskins, Joanna L.	Agency For Teaching, Leading & Lng	\$54,600	\$2,221	\$1,705	\$58,526
Haug, Allison D.	Creative Services	\$42,588		\$1,278	\$43,866
Hauschildt, Mitchell D.	Athletic Medical & Rehab Services	\$55,894		\$1,677	\$57,571
Hauschildt, Shannon M.	Physician Assistant Studies	\$100,803		\$3,024	\$103,827
Hawkins, Derrick L.	Fac Mgmt-Maintenance	\$56,159		\$1,685	\$57,844
Hawkins, Joseph S.	Athletics-Baseball-Men	\$80,850		\$2,426	\$83,276
Hawkins, Ross J.	Academic Advising and Transfer Ctr	\$84,193		\$2,526	\$86,719
Hawkins, Thomas R.	Fac Mgmt-Custodial	\$33,743		\$1,012	\$34,755
Hay, Amanda	Research Administration	\$45,000		\$1,350	\$46,350
Haymans, Leonard A.	Fac Mgmt-Maintenance	\$56,793		\$1,704	\$58,497
Haynes, Brian K.	Fac Mgmt-Maintenance	\$42,439		\$1,273	\$43,712
Haynes, Tabitha J.	Asst To President Inclusive Engmt	\$76,231		\$2,287	\$78,518
Hays, Brian J.	College of Natl & App Science	\$63,007		\$1,890	\$64,897
Hays, Nicole	Computer Services	\$59,187		\$1,776	\$60,963
Helton, Kelli N.	School-Mental Health & Behavior Sci	\$35,153		\$1,055	\$36,208
Henderson, Tabitha L.	Finance, Economics& Risk Management	\$37,248		\$1,117	\$38,365
Hendrickson, Donald R.	Advancement Services	\$56,226		\$1,687	\$57,913
Henline, Jamie L.	KSMU	\$58,000		\$1,740	\$59,740
Henroid, Hanna M.	Admissions	\$38,001		\$1,140	\$39,141
Hensley, Kathryn M.	Financial Services	\$59,850		\$1,796	\$61,646
Hensley, Ronald E.	WP Physical Plant	\$68,527		\$2,056	\$70,583
Herchenroeder, Cory A.	Athletics-Soccer-Women	\$38,220		\$1,147	\$39,367
Hernandez, Tamara L.	Office of Human Resources	\$41,597		\$1,248	\$42,845
Herr, Christopher J.	Theatre & Dance	\$135,000		\$4,050	\$139,050
Heslip, Chris F.	Facilities Management	\$46,429		\$1,393	\$47,822
Heslip, Christina P.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Hess, Joshua W.	Schl of Earth Enviro & Sustain	\$45,666	\$3,334	\$1,470	\$50,470
Hesse, Holly R.	Athletics-Softball-Women	\$97,337		\$2,920	\$100,257
Hetzler, Tona M.	School of Health Sciences	\$143,580		\$4,307	\$147,887
Hicks, Lindsey K.	WP Career Development Center	\$46,956		\$1,409	\$48,365

Hiers, Shelby R.	Intercollegiate Athletics	\$54,700		\$1,641	\$56,341
High, Carrie A.	Fac Mgmt-Custodial	\$34,398		\$1,032	\$35,430
Hight, Shanna M.	Agency For Teaching, Leading & Lng	\$56,913		\$1,707	\$58,620
Hill, Patrick R.	Art & Design	\$39,730		\$1,192	\$40,922
Hill, Sheryl K.	Residence Life Housing & Dining Svc	\$34,070		\$1,022	\$35,092
Himes, Marcia K.	Physical Therapy	\$120,000		\$3,600	\$123,600
Hintze, Ingrid G.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,080
Hittenberger Ortiz, Rhonda L.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129	\$1,705	\$58,526
Hodgson, Christina F.	Wp Student Services	\$33,903		\$1,017	\$34,920
Hoelscher, Carrisa	Graduate College	\$107,100		\$3,213	\$110,313
Hoener, Jeff D.	Computer Services	\$65,703		\$1,971	\$67,674
Hoff, Nathan E.	Registrar	\$68,665		\$2,060	\$70,725
Hoggarth, Joshua	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Holman, Gregory J.	KSMU	\$50,400		\$1,512	\$51,912
Holmes, Julia M.	Legal Affairs and Compliance	\$85,903		\$2,577	\$88,480
Holt, Shannon B.	Enrollment Management & Services	\$63,672		\$1,910	\$65,582
Hook, Joi A.	Agency For Teaching, Leading & Lng	\$40,895		\$1,227	\$42,122
Hope, Marsha A.	Admissions	\$41,535		\$1,246	\$42,781
Hopkins, Jennifer B.	Greenwood Lab School	\$76,440		\$2,293	\$78,733
Hopkins, Joshua T.	College of Education	\$55,392	\$3,000	\$1,752	\$60,144
Hornback, James F.	College of Business	\$46,600		\$1,398	\$47,998
Hornberger, Robert S.	Enrollment Management & Services	\$133,442		\$4,003	\$137,445
Horne, Nicholas V.	TRIO	\$54,600		\$1,638	\$56,238
Horst, Kevin	Fac Mgmt-Maintenance	\$42,440		\$1,273	\$43,713
Horton, Tara L.	efactory-CBED	\$68,250		\$2,048	\$70,298
Howell, Cynthia L.	Development Office	\$70,818		\$2,125	\$72,943
Hubbard, Austin	Printing Services	\$42,604		\$1,278	\$43,882
Huelskamp, James G.	Fac Mgmt-Maintenance	\$43,092		\$1,293	\$44,385
Huey, Paula J.	Office of Human Resources	\$47,875		\$1,436	\$49,311
Huff, Amy N.	Office of Education Abroad	\$43,680	\$1,680	\$1,361	\$46,721
Huff, Kristina N.	WP Student Services	\$33,088		\$993	\$34,081
Hughes, Ashton L.	Financial Services	\$35,359		\$1,061	\$36,420
Hughson, Joshua C.	Networking & Telecommunications	\$48,047		\$1,441	\$49,488
Humbyrd, Sandra J.	Agency For Teaching, Leading & Lng	\$56,913		\$1,707	\$58,620

Humiston, John L.	Fac Mgmt-Maintenance	\$44,675			\$1,340	\$46,015
Hunt, Anna B.	Theatre & Dance	\$43,491	\$840		\$1,330	\$45,661
Hunt, Chastity A.	Intercollegiate Athletics	\$113,355			\$3,401	\$116,756
Hurn, Patrick J.	Office of Human Resources	\$87,360			\$2,621	\$89,981
Hurt, Timothy W.	Computer Services	\$65,000			\$1,950	\$66,950
Hurt, Luke A.	WP Student Life	\$56,280			\$1,688	\$57,968
Huskisson Coker, Marilyn M.	Fac Mgmt-Custodial	\$32,760			\$983	\$33,743
Hwang, Chin-Feng	Schl of Agri Sci and Conservation	\$120,000		\$7,000	\$3,810	\$130,810
Icenhower, Susan R.	WP Registration & Records	\$32,765	\$1,237		\$1,020	\$35,022
Iler, Bradley L.	Office of University Safety	\$35,490			\$1,065	\$36,555
Inmon, Joshua S.	Juanita K Hammons Hall	\$46,306			\$1,389	\$47,695
Ioia, Savion A.	Cybersecurity and Enterprise System	\$65,000			\$1,950	\$66,950
Ireland, Kimberly D.	Communication Sciences & Disorders	\$76,726			\$2,302	\$79,028
Ireton, Michael A.	Fac Mgmt-Custodial	\$32,760			\$983	\$33,743
Irons, Chrystal D.	efactory-CBED	\$93,450			\$2,804	\$96,254
Ives, Brandon T.	Ctr For Archeological Research	\$43,575	\$2,459		\$1,381	\$47,415
Ivy-Medlock, Vonetta L.	Institutional Equity & Compliance	\$53,550			\$1,607	\$55,157
Jackson, Amy A.	Sbdc	\$60,000			\$1,800	\$61,800
Jackson, Garrett L.	Physician Assistant Studies	\$32,239			\$967	\$33,207
Jackson, Michelle	Occupational Therapy	\$90,000			\$2,700	\$92,700
Jacobson, Victoria L.	Financial Aid	\$56,320			\$1,690	\$58,010
Jaeger, Randall W.	Fac Mgmt-Custodial	\$33,415			\$1,002	\$34,417
Jahnke, Tamera S.	College of Natl & App Science	\$179,612			\$5,388	\$185,000
James, Kevin A.	International Programs	\$50,000			\$1,500	\$51,500
Jarvis, Michael L.	Greenwood Lab School	\$40,710			\$1,221	\$41,931
Jasinski, John	Provost Office	\$325,000			\$9,750	\$334,750
Jay, Jon R.	Res Life Hous & Din Svc-Fac & Oper	\$46,587			\$1,398	\$47,985
Jean, Paula M.	Res Life Hous & Din Svc-Fac & Oper	\$43,575			\$1,307	\$44,882
Jeffreys, Joshua	Computer Services	\$51,411			\$1,542	\$52,953
Jenkins, Paige M.	PSU-Student Engagement	\$46,830			\$1,405	\$48,235
Jennings, Shannon M.	Cybersecurity and Enterprise System	\$70,302			\$2,109	\$72,411
Jett, Melissa J.	WP Admissions	\$56,320			\$1,690	\$58,010
Jiang, Yinxu	VP Community & Global Partnerships	\$50,000			\$1,500	\$51,500
Jimenez, Nicole	Athletics Strength & Conditioning	\$44,100			\$1,323	\$45,423

Jochims, Lynda A.	Financial Services	\$68,250			\$2,048	\$70,298
Johns, Justin L.	Academic Advising and Transfer Ctr	\$61,442			\$1,843	\$63,285
Johnson, Alex B.	Citizenship & Service Learning	\$49,981		\$5,119	\$1,653	\$56,753
Johnson, Mark A.	Res Life Hous & Din Svc-Fac & Oper	\$38,895			\$1,167	\$40,062
Johnson, Sandra L.	Faculty Senate	\$36,467			\$1,094	\$37,561
Johnston, Jennifer A.	English Language Institute	\$60,749		\$3,038	\$1,914	\$65,701
Jolley, Jason R.	RCASH	\$157,500			\$4,725	\$162,225
Jones, Adja D.	Dr Mary Jo Wynn Acdm Achievement Ct	\$57,750			\$1,733	\$59,483
Jones, Grant P.	Internal Audit and Risk Management	\$70,980			\$2,129	\$73,109
Jones, Jacqueline M.	Financial Services	\$48,178			\$1,445	\$49,623
Jones, Jeffrey A.	Legal Affairs and Compliance	\$42,000		\$3,000	\$1,350	\$46,350
Jones, Jeffrey S.	Finance, Economics& Risk Management	\$193,791			\$5,814	\$199,605
Jones, Julie S.	McQueary College of Hlth & Hman Svs	\$42,000			\$1,260	\$43,260
Jones, Kallen A.	Residence Life Housing & Dining Svc	\$51,051			\$1,532	\$52,583
Jones, Lauren E.	Communication Sciences & Disorders	\$84,171			\$2,525	\$86,696
Jones, Matthew C.	Hammons Student Center	\$43,492	\$839		\$1,330	\$45,661
Jones, Nadine J.	Technology & Construction Mgmt	\$37,439			\$1,123	\$38,562
Jones, Peggy S.	VP Student Affairs	\$60,246			\$1,807	\$62,053
Jones, Regan E.	Athletics Communications	\$38,841	\$1,189		\$1,201	\$41,230
Jones, Sarah M.	Communication Sciences & Disorders	\$82,859			\$2,486	\$85,345
Jones, Scott A.	Dual Credit	\$74,234			\$2,227	\$76,461
Jones, Shawna J.	Child Development Center	\$33,279			\$998	\$34,278
Jones, Sherry J.	Schl of Earth Enviro & Sustain	\$39,464			\$1,184	\$40,648
Juarez, Noah J.	Fac Mgmt-Maintenance	\$54,079			\$1,622	\$55,701
Kahre, Peggy	Marketing	\$36,914			\$1,107	\$38,021
Kane, Kevin C.	Athletics-Golf-Women	\$47,837			\$1,435	\$49,272
Karmakar, Keya	Facilities Management	\$35,489			\$1,065	\$36,554
Katangur, Ajay K.	Computer Science	\$171,661		\$7,000	\$5,360	\$184,021
Kaughman, Kristen G.	Graduate College	\$35,500			\$1,065	\$36,565
Keaton, James K.	School of Anesthesia	\$179,962			\$5,399	\$185,361
Keele, Campbell M.	Academic Advising and Transfer Ctr	\$45,864	\$170	\$5,000	\$1,531	\$52,565
Keene, Amy M.	Admissions	\$39,300			\$1,179	\$40,479
Keeth, Jonathan G.	Jordan Valley Innovation Center	\$94,194			\$2,826	\$97,020
Kelley, Bart L.	Office of Human Resources	\$68,552			\$2,057	\$70,609

Kelley, Zackary L.	Campus Recreation	\$49,287			\$1,479	\$50,766
Kellough, Charles J.	Admissions	\$38,001			\$1,140	\$39,141
Kelly, Erin M.	PSU-Event and Meeting Services	\$33,279			\$998	\$34,278
Kemp, Michael A.	Fac Mgmt-Maintenance	\$48,890		\$3,120	\$1,560	\$53,570
Kennedy, Kathleen A.	History	\$131,227			\$3,937	\$135,164
Kennedy, Robin D.	McQueary College of Hlth & Hman Svs	\$69,849			\$2,095	\$71,944
Kerley, Christina J.	WP Business Office	\$62,314			\$1,869	\$64,183
Kerley, Lauren E.	WP Financial Aid	\$38,841			\$1,165	\$40,006
Kerns, Ronald E.	WP Director of Univ Communications	\$43,812			\$1,314	\$45,126
Kersey, Rachel E.	Library	\$49,350			\$1,481	\$50,831
Kesireddy, Jhansi	Residence Life Housing & Dining Svc	\$61,152			\$1,835	\$62,987
Ketchum-Brewer, Karmen L.	College of Business	\$54,008			\$1,620	\$55,628
Kettler, Bonnie B.	Juanita K Hammons Hall	\$34,069			\$1,022	\$35,091
Keuneke, Mark A.	Hammons Student Center	\$41,495			\$1,245	\$42,740
Keyes, Chloe E.	Assoc VP for Economic Development	\$70,000			\$2,100	\$72,100
Keyes, Kasey E.	Provost Office	\$50,000			\$1,500	\$51,500
Khan, Faizan Z.	Web Strategy and Development	\$47,000			\$1,410	\$48,410
Kidula, Iris K.	English Language Institute	\$46,743		\$2,337	\$1,472	\$50,552
Kielhofner, Robert B.	Facilities Management	\$115,368			\$3,461	\$118,829
Kiely, Janae J.	Facilities Management	\$57,750			\$1,733	\$59,483
Kim, Hae	Biology	\$40,005	\$25		\$1,201	\$41,230
Kim, Kyoungtae	Biology	\$130,154		\$7,000	\$4,115	\$141,269
Kindhart, Richard S.	Athletics Communications	\$85,367			\$2,561	\$87,928
King, Matthew N.	Residence Life Housing & Dining Svc	\$40,500			\$1,215	\$41,715
King, Mikala A.	WP Student Services	\$54,600			\$1,638	\$56,238
Kingham, Susan D.	College of Business	\$42,639			\$1,279	\$43,918
Kintner, Ellen G.	Financial Aid	\$40,163			\$1,205	\$41,368
Kirk, William G.	College of Agriculture	\$42,587	\$1,744		\$1,330	\$45,661
Kleier, Kevin C.	Facilities Management	\$32,760			\$983	\$33,743
Kliethermes, Sean W.	Admissions	\$59,169			\$1,775	\$60,944
Knepper, Charna M.	Health & Wellness Center	\$56,671			\$1,700	\$58,371
Knight, Choompoonoot	College of Business	\$49,000			\$1,470	\$50,470
Knight, Rachel A.	OPT	\$115,959			\$3,479	\$119,438
Kostas, Makenzie K.	Athletics-Basketball-Women	\$73,500			\$2,205	\$75,705

Kouns, Holly B.	Library	\$79,408			\$2,382	\$81,790
Kramer, Vicki	Asst To President Inclusive Engmt	\$58,968			\$1,769	\$60,737
Kunkel, Allen D.	Assoc VP for Economic Development	\$152,250			\$4,568	\$156,818
Lacava, William B.	Residence Life Housing & Dining Svc	\$74,446	\$700		\$2,254	\$77,401
Ladd, Ronda R.	VP Administration and Finance	\$44,199			\$1,326	\$45,525
Ladd, Taylor L.	Creative Services	\$40,813			\$1,224	\$42,037
Lafarlette, Melissa D.	Public Health and Sports Medicine	\$34,348			\$1,030	\$35,378
Lair, Brett H.	Computer Services	\$49,149			\$1,474	\$50,624
Lair, Heath F.	WP Information Technology Services	\$55,150			\$1,655	\$56,805
Lair, Krista J.	WP Dean of Acad Affairs Office	\$56,238	\$583		\$1,705	\$58,526
Lambert, Joshua D.	Library	\$79,770		\$6,000	\$2,573	\$88,343
Lancaster, Dennis L.	WP Chancellor's Office	\$174,720			\$5,242	\$179,962
Lange, Evelyn R.	Child Development Center	\$39,591			\$1,188	\$40,779
Lapel, Christina M.	International Services	\$58,800			\$1,180	\$1,799
Larimore Vargas, Aubrey E.	Computer Services	\$65,703			\$1,971	\$67,674
Larson, Deborah L.	Communicaton Media Journalism & Film	\$135,000			\$4,050	\$139,050
Laswell, Kevin M.	Res Life Hous & Din Svc-Fac & Oper	\$34,398			\$1,032	\$35,430
Laverentz, Russell H.	Wp Athletics-Men	\$54,600			\$1,638	\$56,238
Lawson, Jeffrey L.	Library	\$38,160		\$600	\$1,163	\$39,923
Layman, Jill K.	School of Anesthesia	\$190,308		\$4,200	\$5,835	\$200,343
Leas, Brian P.	Faculty Ctr For Teaching & Learning	\$65,703			\$1,971	\$67,674
Leathers, Rebekah M.	PSU-Student Engagement	\$40,000			\$1,200	\$41,200
Lee, Anthony R.	Fac Mgmt-Custodial	\$38,854			\$1,166	\$40,020
Lee, Chandler T.	Fac Mgmt-Custodial	\$33,088			\$993	\$34,081
Lee, Jamie N.	Computer Services	\$57,000			\$1,710	\$58,710
Lee, Jason A.	Networking & Telecommunications	\$82,644			\$2,479	\$85,123
Lee, Jonathan E.	Computer Services	\$77,103			\$2,313	\$79,416
Lee, Rose M.	College of Education	\$46,830		\$500	\$1,420	\$48,750
Lehmann, Timothy A.	Legal Affairs and Compliance	\$42,548		\$2,452	\$1,350	\$46,350
Leider, Ashlee L.	Child Development Center	\$38,000			\$1,140	\$39,140
Lester, Sharon D.	Bursars Office	\$39,795			\$1,194	\$40,989
Letterman, Debbie S.	PSU-Event and Meeting Services	\$49,940			\$1,498	\$51,438
Letterman, Emily R.	Office of Strategic Communication	\$46,058			\$1,382	\$47,440
Lewellen, Ashleigh M.	Campus Recreation	\$83,772		\$3,914	\$2,631	\$90,317

Lewin, Monica M.	Registrar	\$43,367		\$1,301	\$44,668
Lewis, Betty L.	International Programs	\$74,952		\$2,316	\$79,518
Li, Yingying	College of Business	\$60,000		\$1,800	\$61,800
Liggett, Allan J.	Public Health and Sports Medicine	\$91,037		\$2,731	\$93,768
Lilly, Josiah G.	Intercollegiate Athletics	\$33,349		\$1,000	\$34,349
Lin, Shawn R.	Computer Services	\$70,519		\$2,116	\$72,635
Linck, Chad M.	Athletic Medical & Rehab Services	\$45,073	\$4,337	\$1,482	\$50,892
Lindeman, Jeanne M.	Enrollment Management & Services	\$62,537		\$1,876	\$64,413
Lindsay, George L.	Fac Mgmt-Maintenance	\$51,588		\$1,548	\$53,136
Lindsay, Teresa A.	Financial Services	\$94,500		\$2,835	\$97,335
Lininger, M G.	College of Natl & App Science	\$43,646		\$1,309	\$44,955
Lippelman-Nash, Joshua A.	Office of University Safety	\$37,128		\$1,114	\$38,242
Liu, Dandan	VP Community & Global Partnerships	\$83,000		\$2,490	\$85,490
Livingston, Corbin R.	OPT	\$36,691		\$1,101	\$37,792
Lo, Tsee B.	Fac Mgmt-Grounds	\$36,342		\$1,090	\$37,432
Lockhart, Vanessa P.	Financial Aid	\$32,759	\$1,242	\$1,020	\$35,022
Lofton, Denise	Office of Human Resources	\$56,861		\$1,706	\$58,567
Loge, Jana L.	Agency For Teaching, Leading & Lng	\$82,511		\$2,475	\$84,986
Long, Angela C.	Financial Aid	\$42,000		\$1,260	\$43,260
Long, Donald L.	Wp Athletics-Women	\$52,028		\$1,561	\$53,589
Long, Ronnie J.	Office of University Safety	\$30,107		\$903	\$31,011
Long, Shelia J.	Agriculture-Mtn Grv Campus	\$32,760		\$983	\$33,743
Lopez, Maria L.	Bursars Office	\$37,757		\$1,133	\$38,890
Loughary, BriAnne M.	English	\$49,500		\$1,485	\$50,985
Loveland, Marina C.	Research Administration	\$91,388		\$2,742	\$94,130
Lowrey, Shannen M.	Child Development Center	\$32,760		\$983	\$33,743
Luebbert, Randall E.	Agency For Teaching, Leading & Lng	\$54,600	\$2,221	\$1,705	\$58,526
Lueck, Eric B.	Agriculture-Mtn Grv Campus	\$35,263		\$1,058	\$36,321
Lueck, Marty	Agriculture-Mtn Grv Campus	\$84,048		\$2,521	\$86,569
Luellen, Heather M.	Theatre & Dance	\$58,584		\$1,908	\$65,492
Luhm, Aaron J.	Admissions	\$39,901		\$1,197	\$41,098
Lynch, Christopher T.	Political Science & Philosophy	\$128,100		\$3,843	\$131,943
Lynch, Ethan M.	Computer Services	\$55,458		\$1,664	\$57,122
Lyon, Eric W.	Fac Mgmt-Custodial	\$45,452		\$1,364	\$46,816

Maben, Katelyn D.	Physician Assistant Studies	\$93,280		\$2,500	\$2,873	\$98,653
Mack, Bryan E.	Athletics-Track-Women	\$43,680			\$1,310	\$44,990
Maddeaux, Stacey	Agency For Teaching, Leading & Lng	\$54,600	\$2,221		\$1,705	\$58,526
Madsen, Michelle M.	Residence Life Housing & Dining Svc	\$57,225			\$1,717	\$58,942
Magruder, Matthew A.	Admissions	\$64,256	\$1,089		\$1,960	\$67,305
Mahan, Elizabeth W.	WP Allied Health Division	\$52,416			\$1,572	\$53,988
Maher-Felton, Lyssa E.	Communication Sciences & Disorders	\$34,339			\$1,030	\$35,369
Malarkey, Elizabeth A.	KSMU	\$43,936			\$1,318	\$45,254
Mallonee, Blanca V.	Student Success	\$43,908			\$1,317	\$45,225
Maness, Scott J.	Office of University Safety	\$42,639	\$1,692		\$1,330	\$45,661
Marcum, Andrew C.	College of Business	\$63,951			\$1,919	\$65,870
Mardis, Michael	Planning, Design & Construction	\$87,441			\$2,623	\$90,064
Marler, Morgan E.	Office of Education Abroad	\$29,099			\$873	\$29,972
Marler, Travis L.	College of Education	\$55,209			\$1,656	\$56,865
Marre Jr, Ted	Res Life Hous & Din Svc-Fac & Oper	\$33,743			\$1,012	\$34,755
Martin, Cuonzo L.	Basketball-Men	\$600,000			\$18,000	\$618,000
Martin, Galen L.	Health & Wellness Center	\$60,060			\$1,802	\$61,862
Martin, Keith A.	Office of University Safety	\$38,133			\$1,144	\$39,277
Martin, Robert J.	Cybersecurity and Enterprise System	\$120,750			\$3,623	\$124,373
Maska, Monte D.	Health & Wellness Center	\$180,000			\$5,400	\$185,400
Massey, Eddie	Agriculture-Mtn Grv Campus	\$32,760			\$983	\$33,743
Masterson, Julie J.	Graduate College	\$167,530			\$5,026	\$172,556
Mathis, S A.	Biology	\$93,557			\$2,807	\$96,364
Matl, Taylor M.	Admissions	\$47,239			\$1,417	\$48,656
Matney, Jessica L.	McQueary College of Hlth & Hman Svs	\$50,000			\$1,500	\$51,500
Matthews, John W.	Office of University Safety	\$67,280			\$2,018	\$69,298
Matthews, Shannon	Biology	\$33,279			\$998	\$34,278
Mattox, Brandon S.	Cybersecurity and Enterprise System	\$65,000			\$1,950	\$66,950
Mattox, Brenna N.	VP University Advancement	\$40,559			\$1,217	\$41,776
Mayanovic, Robert A.	Physics Astronomy & Materials Sci	\$137,483			\$4,124	\$141,607
Mayer, Rachel C.	Theatre & Dance	\$34,943			\$1,048	\$35,991
Mayes, Hillary J.	McQueary College of Hlth & Hman Svs	\$75,980			\$2,279	\$78,259
McBride, Amber M.	Graduate College	\$60,000			\$1,800	\$61,800
McCall, Stefanie D.	OPT	\$49,140			\$1,474	\$50,614

McCart, Rachelle I.	Fac Mgmt-Custodial	\$35,546			\$1,066	\$36,612
McCarty, Mark A.	Printing Services	\$80,423			\$2,413	\$82,836
McClarnon, Callie N.	Office of Human Resources	\$45,904			\$1,377	\$47,281
McCoy, Jodi Lynn	Art & Design	\$54,663			\$1,640	\$56,303
McCoy, Katelyn N.	Schl of Hospitality and Agri Ldrs	\$56,640		\$2,500	\$1,774	\$60,914
McCoy, Tai L.	Admissions	\$50,269			\$1,508	\$51,777
McCoy, Theresa A.	CIO Information Services	\$124,399		\$2,500	\$3,807	\$130,706
McCoy, William J.	Res Life Hous & Din Svc-Fac & Oper	\$26,000			\$780	\$26,779
McCrory, Kenneth L.	College of Natl & App Science	\$74,258			\$2,228	\$76,486
McCrory, Sue A.	Library	\$57,438			\$1,723	\$59,161
McDaniel, Jessica A.	WP Registration & Records	\$32,765	\$1,237		\$1,020	\$35,022
McDaniel, Lindsey M.	Development Office	\$50,400			\$1,512	\$51,912
McDonald, Michelle D.	Admissions	\$35,303			\$1,059	\$36,362
McElwain, Amanda J.	Facilities Management	\$34,529			\$1,036	\$35,565
McElwain, Jason T.	Fac Mgmt-Maintenance	\$54,153			\$1,625	\$55,778
McEwen, Lisa L.	Library	\$46,459			\$1,394	\$47,853
McFadden, Robert C.	Campus Recreation	\$34,398			\$1,032	\$35,430
McGauley, Larry J.	Fac Mgmt-Maintenance	\$53,876			\$1,616	\$55,492
McGee, Emily A.	Planning, Design & Construction	\$84,440			\$2,533	\$86,973
McGhee, Matthew	Residence Life Housing & Dining Svc	\$52,375			\$1,571	\$53,946
McHenry, Timothy S.	Legal Affairs and Compliance	\$55,000			\$1,650	\$56,650
McIntyre, Dawn M.	Financial Services	\$59,850			\$1,796	\$61,646
McIver, Joshua	Fac Mgmt-Maintenance	\$41,496			\$1,245	\$42,741
McIver, Timothy R.	Fac Mgmt-Maintenance	\$41,496			\$1,245	\$42,741
McKenzie, Seamus D.	OPT	\$47,250			\$1,418	\$48,668
McKinney, Rebekah J.	WP Library	\$60,287			\$1,809	\$62,096
McKinnis, Karen R.	Ozarks Public Health	\$139,266			\$4,178	\$143,444
McLaughlin, John E.	Res Life Hous & Din Svc-Fac & Oper	\$33,415			\$1,002	\$34,417
McMeley, Zachary R.	Orientation and Transition Programs	\$40,000	\$30	\$2,700	\$1,282	\$44,011
McMurray, Steven	McQueary College of Hlth & Hman Svs	\$49,357			\$1,481	\$50,838
McNay, Jennifer	Health & Wellness Center	\$185,203			\$5,556	\$190,759
McNish, Natalie B.	Internal Audit and Risk Management	\$136,500			\$4,095	\$140,595
McReynolds, Jacqueline E.	Ozarks Public Health	\$91,000			\$2,730	\$93,730
McRoberts, Steven E.	Intercollegiate Athletics	\$124,399			\$3,732	\$128,131

McShan, Jessica R.	McQueary College of Hlth & Hman Svs	\$43,680			\$1,310	\$44,990
McWilliams, Katie L.	Admissions	\$39,316			\$1,179	\$40,495
Medina, Lu	Financial Services	\$42,000		\$610	\$1,278	\$43,888
Meinert, David B.	College of Business	\$229,842			\$6,895	\$236,737
Mellon, Bascom L.	Office of University Safety	\$37,127			\$1,114	\$38,241
Melton, Emily M.	efactory-CBED	\$39,901			\$1,197	\$41,098
Melton, Micki J.	Procurement Services	\$48,592			\$1,458	\$50,050
Menefee, Kelsey M.	Advancement Services	\$57,427			\$1,723	\$59,150
Meraz, Juan	Enrollment Management & Services	\$96,138			\$2,884	\$99,022
Merritt, Clayton D.	Juanita K Hammons Hall	\$37,959			\$1,139	\$39,098
Metzger, Benjamin P.	Admissions	\$64,256	\$1,089		\$1,960	\$67,305
Meyer, Bradley S.	OPT	\$65,000			\$1,950	\$66,950
Michalak, Janeen L.	Management	\$35,411			\$1,062	\$36,473
Miller, Andrea L.	Library	\$66,929		\$6,000	\$2,188	\$75,117
Miller, Charles K.	English Language Institute	\$42,186			\$1,266	\$43,452
Miller, Dian T.	Juanita K Hammons Hall	\$45,518			\$1,366	\$46,884
Miller, Duane F.	Intercollegiate Athletics	\$41,166			\$1,235	\$42,401
Miller, Lisa J.	Fac Mgmt-Custodial	\$32,760			\$983	\$33,743
Miller, Tanya	WP Student Services	\$40,000	\$30		\$1,201	\$41,230
Million, Lesley C.	College of Agriculture	\$40,381			\$1,211	\$41,592
Mills, Brandon A.	Cybersecurity and Enterprise System	\$65,703			\$1,971	\$67,674
Mincey, Martha E.	Art & Design	\$57,449			\$1,723	\$59,172
Mings, Deidre A.	Office of Human Resources	\$68,305			\$2,049	\$70,354
Minor, Andrew R.	Fac Mgmt-Custodial	\$33,087			\$993	\$34,080
Mitchell, Christopher A.	Fac Mgmt-Custodial	\$31,200			\$936	\$32,136
Mitchell, Donald A.	Fac Mgmt-Custodial	\$34,070			\$1,022	\$35,092
Mitchell, Grace M.	Bookstore	\$34,319	\$493		\$1,044	\$35,857
Mitchell, Jeffrey D.	Legal Affairs and Compliance	\$114,645			\$3,439	\$118,084
Mitchell, Miroslaba L.	Office of University Safety	\$35,678			\$1,070	\$36,748
Mitchell, Shanon N.	Planning, Design & Construction	\$82,480			\$2,474	\$84,954
Mittler, David M.	Res Life Hous & Din Svc-Fac & Oper	\$32,760			\$983	\$33,743
Moake, Sara A.	Financial Services	\$42,000		\$610	\$1,278	\$43,888
Moats, Kyle L.	Intercollegiate Athletics	\$202,020			\$6,061	\$208,081
Moentnish, Shirley J.	Library	\$51,571			\$1,547	\$53,118

Moles, Howard A.	GSB Arena	\$32,760		\$983	\$33,743
Moncrief, Keith A.	Fac Mgmt-Custodial	\$37,002		\$1,110	\$38,112
Moncrief, Kevin B.	Residence Life Housing & Dining Svc	\$35,879		\$1,076	\$36,956
Monkres, Lisa J.	School-Spec Ed Ldrshp Prof Studies	\$33,922		\$1,033	\$35,455
Monticelli, Donna M.	WP Admissions	\$34,069	\$743	\$1,044	\$35,857
Mook, Natalie	Schl of Agri Sci and Conservation	\$53,914		\$1,617	\$55,531
Moore, Amy M.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129	\$1,705	\$58,526
Moore, Bryan	Cybersecurity and Enterprise System	\$65,703		\$1,971	\$67,674
Moore, David B.	OPT	\$90,837		\$2,725	\$93,562
Moore, Jennifer L.	Financial Aid	\$42,000		\$1,260	\$43,260
Moore, Paula M.	English Language Institute	\$90,500		\$2,715	\$93,215
Moore, Robert C.	Financial Aid	\$90,072		\$2,702	\$92,774
Moore, Terry W.	Fac Mgmt-Maintenance	\$45,863		\$1,498	\$51,418
Moore, Virginia K.	Financial Services	\$37,127		\$1,114	\$38,241
Moreland, Shianne K.	Schl of Agri Sci and Conservation	\$51,000		\$1,530	\$52,530
Morelock, Melissa A.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Moreno, Ronald D.	Fac Mgmt-Custodial	\$39,436		\$1,183	\$40,619
Moreno, Sherry L.	Fac Mgmt-Custodial	\$35,335		\$1,060	\$36,395
Morgan, Kati A.	School of Anesthesia	\$168,000		\$5,250	\$180,250
Morganthaler, Jennifer S.	Schl of Agri Sci and Conservation	\$50,291		\$1,509	\$51,800
Morris, Benjamin M.	Fac Mgmt-Maintenance	\$47,494		\$1,425	\$48,919
Morris, Jackson W.	Athletics Strength & Conditioning	\$45,666		\$1,370	\$47,036
Morris, Matthew D.	VP Administration and Finance	\$236,250		\$7,088	\$243,338
Morris, Thomas M.	Campus Recreation	\$44,772		\$1,343	\$46,115
Morrison, Jeffery K.	Plaster Student Union Physical Plnt	\$45,405		\$1,362	\$46,767
Morrissey, Sarah I.	Cooperative Engineering Program	\$43,466		\$1,304	\$44,770
Morrow, Samantha L.	Theatre & Dance	\$40,656		\$1,365	\$46,871
Moser, Derek W.	Library	\$78,750		\$2,363	\$81,113
Moskalski, Suzanne R.	Financial Services	\$43,200		\$1,296	\$44,496
Mostyn, Andrea L.	Office of Strategic Communication	\$90,002		\$2,700	\$92,702
Motzkus, Shaylee A.	Financial Aid	\$34,070		\$1,022	\$35,092
Mueller, Konya K.	Campus Recreation	\$49,533		\$1,530	\$52,544
Mulligan, Zora	Executive Vice President	\$252,000		\$7,560	\$259,560
Mullins, Marchalain	Computer Services	\$70,519		\$2,116	\$72,635

Mulvey, Adam J.	Intercollegiate Athletics	\$33,193		\$996	\$34,189
Munoz Aliaga, Rut E.	Networking & Telecommunications	\$67,674		\$2,030	\$69,704
Murphy, Donna E.	Physician Assistant Studies	\$42,041		\$1,261	\$43,302
Murphy, Jill C.	Office of Human Resources	\$70,860		\$2,126	\$72,986
Murphy, Judith T.	TRIO	\$33,415		\$1,002	\$34,417
Murphy, Michael J.	College of Natl & App Science	\$78,554		\$2,357	\$80,911
Murphy, Robert G.	Networking & Telecommunications	\$49,968		\$1,499	\$51,467
Murray, Karen J.	Agency For Teaching, Leading & Lng	\$53,251	\$3,570	\$1,705	\$58,526
Muse, Nicole E.	CIO Information Services	\$48,569		\$1,000	\$51,056
Mustion, Barbara M.	WP Business Office	\$42,884		\$1,287	\$44,171
Mwengi, Suzanne	Centr Academic Success & Transition	\$38,926		\$1,168	\$40,094
Myers, Carrie A.	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Naab, Rachel L.	OPT	\$36,399		\$1,092	\$37,491
Nag, Nandita	Physics Astronomy & Materials Sci	\$40,680		\$1,220	\$41,900
Nagle, John C.	Office of Video Marketing	\$62,850		\$1,886	\$64,736
Nalley, Tammy J.	Procurement Services	\$37,757		\$1,133	\$38,890
Neidigh, Douglas W.	Schl of Earth Enviro & Sustain	\$52,500		\$1,575	\$54,075
Neighbors, Darrell W.	Health & Wellness Center	\$32,760		\$983	\$33,743
Neighbors, Lauren R.	Provost Office	\$50,000		\$1,500	\$51,500
Nelson, Diane K.	Health & Wellness Center	\$39,903		\$1,197	\$41,100
Nelson, Kirk C.	Athletics-Soccer-Women	\$68,250		\$2,048	\$70,298
Netzer, Frederick	Fac Mgmt-Grounds	\$42,531		\$1,276	\$43,807
Neuschwander, Nathan M.	Library	\$55,722		\$1,672	\$57,394
Newton, Charlee J.	efactory-CBED	\$40,000	\$30	\$1,201	\$41,230
Newton, Sean C.	Physical Therapy	\$111,360		\$3,341	\$114,701
Nichols, Elvin J.	Hammons Student Center	\$45,490		\$1,365	\$46,855
Nichols, Linda A.	Financial Aid	\$45,830		\$1,375	\$47,205
Nichols, Mary B.	Alumni Relations	\$61,635		\$1,849	\$63,484
Nielsen, Tyler R.	Campus Recreation	\$45,666		\$1,370	\$47,036
Niesen, Adam J.	Research Administration	\$45,000		\$1,350	\$46,350
Nimmo, Sara S.	Health & Wellness Center	\$136,500		\$4,095	\$140,595
Norat, Timothy	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Norcross, Tyler	Fac Mgmt-Maintenance	\$55,119		\$1,654	\$56,773
Nordyke, Kathy J.	Citizenship & Service Learning	\$68,161		\$2,045	\$70,206

Norgren, Michelle L.	College of Agriculture	\$91,788		\$2,754	\$94,542
Nowack, Sean A.	Fac Mgmt-Custodial	\$31,200		\$936	\$32,136
Nowell, Y A.	Juanita K Hammons Hall	\$40,680		\$1,220	\$41,900
Nunez, Julian	Networking & Telecommunications	\$87,375		\$2,621	\$89,996
Oaks, Crockett W.	WP Business Office	\$92,820		\$2,785	\$95,605
O'Connell, Brenda C.	Hammons Student Center	\$40,268		\$1,208	\$41,476
O'Connor, Alan J.	Ctr For Archeological Research	\$38,400	\$1,630	\$1,201	\$41,230
O'Connor, Monica M.	OPT	\$41,508		\$1,245	\$42,753
Oconnor, Rhonda R.	Library	\$40,904		\$1,227	\$42,131
Odom, Melinda J.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129	\$1,705	\$58,526
Oetting, Kristi A.	Computer Services	\$91,396		\$6,000	\$2,922
Oetting, Tara L.	School-Spec Ed Ldrshp Prof Studies	\$79,341		\$2,380	\$81,721
Ogden, Zachary C.	Networking & Telecommunications	\$62,812		\$1,884	\$64,696
Oliver, Andrew J.	Legal Affairs and Compliance	\$69,735		\$2,092	\$71,827
Oliver, Michelle J.	Residence Life Housing & Dining Svc	\$27,518		\$826	\$28,344
Olson, Debra J.	Health & Wellness Center	\$56,671		\$1,700	\$58,371
O'Neal, Mikelle	Agency For Teaching, Leading & Lng	\$53,500	\$3,321	\$1,705	\$58,526
Oney, Charles N.	Fac Mgmt-Maintenance	\$54,599		\$1,638	\$56,237
Onofrey, Jeremy P.	Plaster Student Union Physical Plnt	\$32,760		\$983	\$33,743
Orf, Michael	WP Dean of Acad Affairs Office	\$109,200		\$3,276	\$112,476
Orr, Spencer J.	COE-Education Advisement	\$42,000		\$1,260	\$43,260
Ortiz, Frank	Fac Mgmt-Custodial	\$49,111		\$1,473	\$50,584
Ortiz, Mark T.	Athletic Medical & Rehab Services	\$46,956	\$2,454	\$1,482	\$50,892
Osler, Margaret E.	Residence Life Housing & Dining Svc	\$41,428		\$1,243	\$42,671
Owen, Daniel R.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743
Owen, Marc R.	Schl of Earth Enviro & Sustain	\$67,071		\$2,012	\$69,083
Owrey, Savonna J.	Bookstore	\$39,959		\$1,199	\$41,158
Page, Autumn R.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Palmer, Christopher R.	Fac Mgmt-Maintenance	\$56,500		\$1,695	\$58,195
Palmer, Danielle V.	Planning, Design & Construction	\$81,000		\$2,430	\$83,430
Palmer, Melody A.	Office of University Safety	\$35,359		\$1,061	\$36,420
Panza, Juli A.	COE-Education Advisement	\$78,624		\$2,359	\$80,983
Paris, Tamara D.	Accounting	\$35,296		\$1,059	\$36,355
Parnell, Patrick M.	International Services	\$74,462		\$2,234	\$76,696

Parrott, Neva J.	WP Library	\$57,838		\$1,735	\$59,573
Parsons, Stacy L.	WP Business Office	\$34,596		\$1,038	\$35,634
Patel, Rishi J.	Jordan Valley Innovation Center	\$101,461	\$10,476	\$3,358	\$115,295
Patrick, Jamie L.	Office of Human Resources	\$70,980		\$2,129	\$73,109
Patterson, Jacqueline	School-Mental Health & Behavior Sci	\$42,105		\$1,263	\$43,368
Patterson, Kathryn A.	School of Nursing	\$136,500		\$4,095	\$140,595
Patterson, Kim M.	Merchandising and Fashion Design	\$30,281		\$908	\$31,189
Pattison, Matthew W.	Residence Life Housing & Dining Svc	\$34,464		\$1,034	\$35,498
Patton, Tracy L.	Library	\$47,736		\$1,432	\$49,168
Peace, Robert M.	Networking & Telecommunications	\$67,674		\$2,030	\$69,704
Pearce, Ashley S.	Computer Services	\$54,765		\$1,643	\$56,408
Pearce, Lori A.	PSU-Event and Meeting Services	\$37,653		\$1,130	\$38,783
Pecsok, Karen L.	WP Admissions	\$38,626		\$1,159	\$39,785
Pedersen, Johnna N.	Research Administration	\$90,383		\$2,711	\$93,094
Penkalski, James T.	Athletic Medical & Rehab Services	\$82,298		\$2,469	\$84,767
Penkalski, Melissa R.	School of Nursing	\$103,823		\$3,115	\$106,938
Penn, Barbara J.	Advancement Services	\$37,806		\$1,134	\$38,940
Pepe, Holly N.	College Of Business	\$42,000		\$1,260	\$43,260
Perez Batres, Luis A.	Management	\$169,260		\$5,078	\$174,338
Perez, Deborah J.	Financial Aid	\$33,262	\$740	\$1,020	\$35,022
Perez, Sofia M.	Office Of Strategic Communication	\$55,146		\$1,654	\$56,800
Perine, Elizabeth M.	Intercollegiate Athletics	\$44,100		\$1,323	\$45,423
Perkins, Amy A.	Music	\$44,583		\$1,337	\$45,920
Perkins, Gary D.	Fac Mgmt-Custodial	\$34,070		\$1,022	\$35,092
Perretta, Tanya L.	Residence Life Housing & Dining Svc	\$27,299		\$819	\$28,118
Perryman, Michael J.	Fac Mgmt-Maintenance	\$60,916		\$1,827	\$62,743
Peters, Thomas A.	Library	\$148,319		\$4,450	\$152,769
Petersen, Sylvia M.	Schl of Agri Sci and Conservation	\$40,680		\$1,220	\$41,900
Peterson, Rachel A.	VP University Advancement	\$63,074		\$1,892	\$64,966
Petkovic, Vickie F.	WP Student Advisemnt & Acad Sup Ctr	\$40,005	\$25	\$1,201	\$41,230
Petr, Jeffrey B.	Cybersecurity and Enterprise System	\$83,207		\$2,496	\$85,703
Petree, Nicholas S.	Athletics-Baseball-Men	\$69,300		\$2,079	\$71,379
Petrino, Dominic	Athletics-Football-Men	\$114,276		\$3,428	\$117,704
Pettijohn, Catherine C.	English Language Institute	\$46,768		\$1,403	\$48,171

Pettus, David G.	RCASH	\$68,721		\$2,062	\$70,783
Phay, Jared J.	WP Athletics-Men	\$64,224		\$1,927	\$66,151
Phillips, April A.	School-Teaching Learn & Develop Sci	\$63,000		\$1,890	\$64,890
Phillips, Harley	Water Institute	\$45,000	\$1,034	Not Eligible	\$46,034
Phillips, Jacob R.	Schl of Earth Enviro & Sustain	\$51,652		\$1,550	\$53,201
Phillips, Lovelynn M.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743
Phillips, Mary G.	College of Business	\$50,592		\$1,518	\$52,110
Phipps, Amy	Agency For Teaching, Leading & Lng	\$56,913		\$1,707	\$58,620
Phipps, Kimberly D.	Printing Services	\$43,680		\$1,310	\$44,990
Pierce, Daniel E.	Ctr For Archeological Research	\$54,754		\$1,643	\$56,397
Piercy, Angela F.	Cooperative Engineering Program	\$35,569		\$1,067	\$36,636
Piercy, Kevin L.	Computer Services	\$101,768		\$3,053	\$104,821
Piilola, Malinda L.	Advancement Services	\$35,489		\$1,065	\$36,554
Pinegar, Angela R.	Advancement Services	\$55,798		\$1,674	\$57,472
Pinkham, Courtney C.	Schl of Earth Enviro & Sustain	\$44,042		\$1,321	\$45,363
Piotrowski, Josiah G.	College of Agriculture	\$34,069	\$2,658	\$1,102	\$37,829
Pitts, James B.	Fac Mgmt-Custodial	\$42,440		\$1,273	\$43,713
Plank, Angela L.	Biology	\$61,480		\$500	\$63,839
Plybon, John L.	Fac Mgmt-Maintenance	\$47,697		\$2,223	\$51,418
Poindexter, Michael E.	WP Athletics-Men	\$40,000		\$1,200	\$41,200
Poindexter, Teri L.	Creative Services	\$56,348		\$1,690	\$58,038
Politte, Jordan C.	Agency For Teaching, Leading & Lng	\$59,242		\$1,777	\$61,019
Polm, Michael A.	Fac Mgmt-Maintenance	\$68,758		\$2,063	\$70,821
Pomrening, Holly L.	Health & Wellness Center	\$45,009		\$1,350	\$46,359
Ponder, Crystal D.	Office of Human Resources	\$45,904		\$1,377	\$47,281
Poort, Melissa R.	Computer Science	\$34,260		\$1,028	\$35,288
Potochnik, Robert G.	Computer Services	\$58,036		\$1,741	\$59,777
Powell, Crystal J.	Physician Assistant Studies	\$95,000		\$2,850	\$97,850
Powell, Robin G.	Computer Science	\$44,411		\$1,332	\$45,743
Pratt, Jennifer M.	Communication Sciences & Disorders	\$91,914		\$2,757	\$94,671
Prock, Casondra S.	Honors College	\$33,589		\$1,008	\$34,597
Proctor, Janene A.	Research Administration	\$62,270		\$1,868	\$64,138
Pruitt, James C.	Facilities Management	\$83,517		\$2,506	\$86,023
Pruitt, Lindsey R.	Health & Wellness Center	\$35,490		\$1,065	\$36,555

Pszczolkowski, Maciej A.	Schl of Agri Sci and Conservation	\$85,898		\$2,577	\$88,475
Puckett, Erica N.	WP Admissions	\$46,410		\$1,392	\$47,802
Pulley, Rheanna L.	English Language Institute	\$45,203	\$1,810	\$1,410	\$48,423
Pulliam, David M.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743
Pulliam, Matthew T.	Cooperative Engineering Program	\$41,062		\$1,232	\$42,294
Qiu, Zhongsong	RCASH	\$55,716		\$1,671	\$57,387
Quin, Jessica M.	COE-Education Advisement	\$35,359		\$1,061	\$36,420
Quinn, Justin A.	Fac Mgmt-Maintenance	\$59,778		\$1,793	\$61,571
Quirk, Ted	KSMU	\$58,144		\$1,744	\$59,888
Radier, George O.	College of Business	\$53,240		\$1,597	\$54,837
Ragan, Kent P.	College of Business	\$204,452		\$6,134	\$210,586
Ragsdale, Chansouk D.	Library	\$47,036		\$1,411	\$48,447
Raines, Daniel L.	Dr Mary Jo Wynn Acdm Achievement Ct	\$65,031		\$1,951	\$66,982
Raines, Judy A.	Health & Wellness Center	\$37,400		\$1,122	\$38,522
Rains, Devonna J.	Music	\$34,638		\$1,039	\$35,677
Rainwater, Douglas G.	Provost Office	\$110,000		\$3,300	\$113,300
Raleigh, Phillip M.	Graduate College	\$37,000		\$1,110	\$38,110
Randol, Kimberly A.	Speech Language Hearing Clinic	\$37,959		\$1,139	\$39,098
Rapp, Kelly E.	Career Center	\$82,395		\$2,472	\$84,867
Rawls, Michelle R.	Athletic Medical & Rehab Services	\$34,394		\$1,032	\$35,426
Ray, Bryan J.	Schl of Earth Enviro & Sustain	\$71,234		\$2,137	\$73,371
Ray, Madison D.	Residence Life Housing & Dining Svc	\$32,760		\$983	\$33,743
Raymer, Kai K.	Web Strategy and Development	\$45,056		\$1,352	\$46,408
Raymond, Teresa	Financial Services	\$59,850		\$1,796	\$61,646
Rebaza-Vasquez, Jorge L.	College of Natl & App Science	\$140,389		\$4,212	\$144,601
Rebmann, Donna L.	Academic Advising and Transfer Ctr	\$50,442	\$4,558	\$1,650	\$56,650
Reed, Jerilyn J.	Financial Aid	\$55,000	\$1,320	\$1,690	\$58,010
Reed, Patricia C.	College of Natl & App Science	\$40,789		\$1,224	\$42,013
Reed, Ryan R.	Student Support & Opportunity Services	\$66,923		\$2,008	\$68,931
Reel, Tena S.	Health & Wellness Center	\$44,706		\$1,341	\$46,047
Rees, Christopher E.	Cybersecurity and Enterprise System	\$76,949		\$2,308	\$79,257
Reese, Chantz J.	Agriculture-Mtn Grv Campus	\$32,760		\$983	\$33,743
Reeves, Kyle L.	Postal Services	\$32,760		\$983	\$33,743
Reger, Elizabeth A.	College of Business	\$75,285		\$2,259	\$77,544

Reichling, Susanna B.	Library	\$43,071		\$600	\$1,310	\$44,981
Reimer, Anthony R.	GSB Arena	\$42,500			\$1,275	\$43,775
Reut-Robinson, Rebeca L.	McQueary College of Hlth & Hman Svs	\$42,630			\$1,279	\$43,909
Revell, Todd E.	Office of University Safety	\$85,050			\$2,552	\$87,602
Reyes Sam, Jorge I.	International Services	\$48,553		\$1,934	\$1,515	\$52,002
Reynolds, Holly N.	Counseling Center	\$52,372			\$1,571	\$53,943
Rhodes, Joy L.	Office of University Safety	\$36,853			\$1,106	\$37,959
Rhodes, Norman J.	Plaster Student Union Physical Plnt	\$35,910			\$1,077	\$36,987
Rice, Stacy A.	Faculty Ctr For Teaching & Learning	\$67,225			\$2,017	\$69,242
Richardson, Timothy	Residence Life Housing & Dining Svc	\$33,743			\$1,012	\$34,755
Richesin, Danielle N.	Intercollegiate Athletics	\$40,680			\$1,220	\$41,900
Richter, Blake L.	Intercollegiate Athletics	\$35,000			\$1,050	\$36,050
Ricker, Kristen V.	Agency For Teaching, Leading & Lng	\$56,913			\$1,707	\$58,620
Rietman, Charles C.	WP Physical Plant	\$36,582			\$1,097	\$37,679
Rigby, Rachel C.	Registrar	\$60,000			\$1,800	\$61,800
Riggs, Trisha N.	AHEC	\$74,325			\$2,230	\$76,555
Riley, Dennis L.	Res Life Hous & Din Svc-Fac & Oper	\$31,200			\$936	\$32,136
Riley, Sarah E.	Development Office	\$60,000			\$1,800	\$61,800
Rivero Ramirez, Paula D.	International Programs	\$45,000			\$1,350	\$46,350
Robertson, Erica L.	Financial Services	\$37,757			\$1,133	\$38,890
Robertson, Laurie K.	Bookstore	\$40,000	\$30		\$1,201	\$41,230
Robertson, Monica A.	Copy This	\$32,760			\$983	\$33,743
Robinson, Anthony K.	Office of University Safety	\$39,478			\$1,184	\$40,662
Robinson, Barbara S.	Physical Therapy	\$123,064			\$3,692	\$126,756
Robinson, Holly M.	Child Development Center	\$39,590			\$1,188	\$40,778
Robinson, Susan G.	OPT	\$73,785			\$2,214	\$75,999
Rockney, Andrea	Agency For Teaching, Leading & Lng	\$62,772			\$1,883	\$64,655
Rockwell, Rae Ann E.	Art & Design	\$37,595			\$1,128	\$38,723
Rogers, Katy J.	Fac Mgmt-Custodial	\$34,398			\$1,032	\$35,430
Rogers, Koen W.	Computer Services	\$55,458			\$1,664	\$57,122
Rogers, Robert W.	Fac Mgmt-Custodial	\$33,088			\$993	\$34,081
Rogg, Laura A.	Networking & Telecommunications	\$40,622			\$1,219	\$41,840
Roland, Alan C.	Outreach Tech & Equipment	\$64,935			\$1,948	\$66,883
Romero, Jesica L.	Financial Services	\$35,359			\$1,061	\$36,420

Roop, Kristin B.	Admissions	\$54,663		\$1,640	\$56,303
Rose, Angela B.	English Language Institute	\$42,186		\$1,266	\$43,452
Rose, Daniel J.	Library	\$34,517		\$1,036	\$35,553
Rose, John P.	Defense and Strategic Studies	\$123,831		\$3,715	\$127,546
Rose, Michelle S.	Creative Services	\$57,407		\$1,722	\$59,129
Rosewell, Kristina K.	Career Center	\$33,808	\$1,000	\$1,044	\$35,852
Ross, Jaime M.	Adult Student Services	\$75,348		\$2,260	\$77,608
Rowe, Angela M.	VP University Advancement	\$55,692		\$1,671	\$57,363
Rozell, Elizabeth J.	College of Business	\$204,452		\$6,134	\$210,586
Rude, Brian M.	Copy This	\$43,680		\$1,310	\$44,990
Ruzicka, Francis X.	Fac Mgmt-Maintenance	\$64,097		\$1,923	\$66,020
Ryan, Tresa L.	WP Instruction	\$64,535		\$1,936	\$66,471
Saitta, Alicia M.	Admissions	\$47,250		\$1,418	\$48,668
Samala, Seigfred J.	Bookstore	\$39,000	\$1,030	\$1,201	\$41,230
Sandbothe, Betsy A.	Institutional Equity & Compliance	\$68,250		\$2,048	\$70,298
Sanders, Jason B.	Office of University Safety	\$63,000		\$1,890	\$64,890
Santos, Theodore J.	Fac Mgmt-Custodial	\$33,742		\$1,012	\$34,754
Satake, Yosuke	Planning, Design & Construction	\$71,400		\$2,142	\$73,542
Satterfield, Camron S.	Assoc VP for Economic Development	\$69,000		\$2,070	\$71,070
Satterfield, Wesley A.	Athletics-Football-Men	\$65,000		\$1,950	\$66,950
Scanlon, Breanna L.	Financial Aid	\$44,100		\$1,323	\$45,423
Schaffer, Keith L.	Plaster Student Union Admin	\$31,200		\$936	\$32,136
Schehrer, Devin L.	Residence Life Housing & Dining Svc	\$63,668		\$1,910	\$65,578
Scheidt, Michael P.	WP Information Technology Services	\$51,411		\$1,542	\$52,953
Scheve, Jesse R.	Creative Services	\$46,268		\$1,388	\$47,656
Schiller, Megan L.	Computer Services	\$65,703		\$1,971	\$67,674
Schimmer, Matthew	Fac Mgmt-Maintenance	\$48,700		\$1,461	\$50,161
Schlinder, Kelly A.	COE-Education Field Experiences	\$42,000		\$1,260	\$43,260
Schluterman, Ivy D.	Residence Life Housing & Dining Svc	\$57,225		\$1,717	\$58,942
Schmelzer, Amanda L.	Intercollegiate Athletics	\$60,000		\$1,800	\$61,800
Schmidt, Elizabeth K.	Financial Services	\$91,500		\$2,745	\$94,245
Schmidt, Karl M.	Development Office	\$105,000		\$3,150	\$108,150
Schnapp, Lewis P.	Bookstore	\$51,324		\$1,540	\$52,864
Schneider, Steven J.	Schl of Agri Sci and Conservation	\$56,913		\$1,707	\$58,620

Schrader, Bonnie K.	Facilities Management	\$33,088		\$993	\$34,081
Schull, Cynthia S.	Financial Services	\$152,250	\$8,000	\$4,808	\$165,058
Scobee, Scot R.	Office of Human Resources	\$118,775		\$3,563	\$122,338
Scott, Karen C.	Networking & Telecommunications	\$39,852		\$1,196	\$41,048
Scott, LaDarien	Athletics-Football-Men	\$114,276		\$3,428	\$117,704
Scriven, Leslie M.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Seabolt, Charles M.	Athletics-Soccer-Men	\$78,624		\$2,359	\$80,983
Seery, Kaitlyn R.	Schl of Hospitality and Agri Ldrs	\$47,000		\$1,410	\$48,410
Seever, Natalie M.	Advancement Services	\$68,275		\$2,048	\$70,323
Seibel, Craig E.	Res Life Hous & Din Svc-Fac & Oper	\$38,736		\$1,162	\$39,898
Seifert-Anspaugh, Adair	Office of Strategic Communication	\$44,100		\$1,323	\$45,423
Sellar, Shane R.	Legal Affairs and Compliance	\$32,760		\$983	\$33,743
Sellers, Marie S.	Physical Therapy Clinic	\$39,789		\$1,194	\$40,983
Serna, Elizabeth A.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Sexton, James P.	Bookstore	\$97,404		\$2,922	\$100,326
Shahan, Tara J.	WP Registration & Records	\$38,299		\$1,149	\$39,448
Sharkey, Paula E.	Office of University Safety	\$46,780		\$1,403	\$48,183
Sharp, Keith W.	Res Life Hous & Din Svc-Fac & Oper	\$48,815		\$1,464	\$50,279
Sharum, Stephen G.	Postal Services	\$38,121		\$1,144	\$39,265
Shavers, Marjorie C.	School-Spec Ed Ldrshp Prof Studies		\$0	\$4,380	\$150,380
Shaw, Jason L.	Physical Therapy	\$105,796		\$3,174	\$108,970
Shaw, Margaret S.	VP Marketing & Communications	\$183,750		\$5,513	\$189,263
Shelley, Riannon K.	Occupational Therapy	\$45,864		\$1,376	\$47,240
Shelton, Tammy L.	School of Nursing	\$34,839		\$1,045	\$35,885
Sheppard, Terasa M.	Residence Life Housing & Dining Svc	\$27,518		\$826	\$28,344
Sheppard, Tessa L.	Child Development Center	\$39,591		\$1,188	\$40,779
Shields, Amanda L.	Juanita K Hammons Hall	\$38,588	\$1,442	\$1,201	\$41,230
Shipley, Teresa F.	WP Dean of Acad Affairs Office	\$44,993		\$1,350	\$46,343
Shively, Eric P.	McQueary College of Hlth & Hman Svs	\$75,671		\$2,270	\$77,941
Sholley, Kathleen M.	COE-Education Advisement	\$47,380		\$1,421	\$48,801
Shrestha, Aishwarya	Schl of Earth Enviro & Sustain	\$51,652		\$1,550	\$53,201
Shuler, Adam	Planning, Design & Construction	\$83,970		\$2,519	\$86,489
Silva-Galicia, Flora M.	Bookstore	\$33,851	\$151	\$1,020	\$35,022
Simmons, Daniel	RCASH	\$150,000		\$4,500	\$154,500

Simpson, Ashley K.	School of Nursing	\$86,818		\$2,605	\$89,423
Siscoe, Denita S.	VP Student Affairs	\$198,791		\$5,964	\$204,755
Skalicky, Michele R.	KSMU	\$65,100		\$1,953	\$67,053
Skeeters, Priscilla K.	Bookstore	\$58,929		\$1,768	\$60,697
Skelton, Amanda J.	Financial Aid	\$34,070		\$1,022	\$35,092
Skibiski, Barbara J.	School of Anesthesia	\$186,355		\$5,591	\$191,946
Skiles, Laura S.	AHEC	\$45,000	\$1,034	\$1,381	\$47,415
Skinner, Brent C.	Counseling Center	\$52,372		\$1,571	\$53,943
Skinner, Sophia L.	WP Library	\$43,862		\$1,316	\$45,178
Slane, William B.	OPT	\$51,411		\$1,542	\$52,953
Slavens, Robert	Fac Mgmt-Custodial	\$37,673		\$1,130	\$38,803
Sliger, Ashley D.	Planning, Design & Construction	\$63,727		\$1,912	\$65,639
Sload, Eva E.	Biology	\$32,765	\$2,047	\$1,044	\$35,857
Smart, Sandra L.	efactory-CBED	\$64,024		\$1,921	\$65,945
Smiley, Taryn J.	Intercollegiate Athletics	\$43,680		\$1,310	\$44,990
Smith Jackson, Kyndra	Residence Life Housing & Dining Svc	\$31,719		\$952	\$32,671
Smith, Alaina J.	Student Support & Opportunity Services	\$50,000		\$1,500	\$51,500
Smith, Alex R.	Music	\$33,305	\$697	\$1,020	\$35,022
Smith, Allison	Computer Services	\$63,790		\$1,914	\$65,704
Smith, Cody J.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Smith, Cullen A.	GSB Arena	\$50,000		\$1,500	\$51,500
Smith, Daezia C.	International Programs	\$51,966		\$2,600	\$56,203
Smith, Deanna M.	West Plains Center	\$50,291		\$1,509	\$51,800
Smith, Joshua J.	Biomedical Sciences	\$105,964		\$3,179	\$109,143
Smith, Krysta M.	Residence Life Housing & Dining Svc	\$32,760		\$983	\$33,743
Smith, Mark A.	McQueary College of Hlth & Hman Svs	\$184,010		\$5,520	\$189,530
Smith, Patricia R.	WP Chancellor's Office	\$49,059		\$1,472	\$50,531
Smith, Samuel A.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Smith, Stephanie M.	Development Office	\$82,756		\$5,000	\$90,389
Smith, Tanya L.	Procurement Services	\$50,037		\$1,501	\$51,538
Smothers, Lee C.	Intercollegiate Athletics	\$32,000		\$960	\$32,960
Smulczynski, Kelly M.	Development Office	\$43,280		\$1,298	\$44,578
Snavely, Reiley M.	Res Life Hous & Din Svc-Fac & Oper	\$40,500		\$1,215	\$41,715
Sneed, Vanessa M.	Facilities Management	\$33,279		\$998	\$34,278

Snodgrass, Joseph J.	Health & Wellness Center	\$34,398		\$1,032	\$35,430
Snodgrass, Ronald E.	Greenwood Lab School	\$125,580		\$3,767	\$129,347
Snow, Donald B.	Music	\$93,268		\$2,798	\$96,066
Snow, LeAnne	Physician Assistant Studies	\$43,035		\$1,291	\$44,326
Snyder, Sheira	Biomedical Sciences	\$36,887		\$1,107	\$37,994
Sommers, Emily R.	Mathematics	\$34,260		\$1,028	\$35,288
Spagner, Joneathan A.	Res Life Hous & Din Svc-Fac & Oper	\$31,200		\$936	\$32,136
Spalding, Roger M.	Networking & Telecommunications	\$73,294		\$2,199	\$75,493
Sparks, Andrew B.	Computer Services	\$76,878		\$2,306	\$79,184
Speer, Robert W.	Jordan Valley Innovation Center	\$68,947		\$2,068	\$71,015
Spinabella, Julie C.	Admissions	\$44,448		\$1,333	\$45,781
Sporleder, Regina L.	Health & Wellness Center	\$49,500		\$1,485	\$50,985
Spurlin, Joseph L.	Agency For Teaching, Leading & Lng	\$55,692	\$1,129	\$1,705	\$58,526
Stafford, Neal H.	Athletics-Golf-Men	\$44,990		\$1,350	\$46,340
Stagner, Kimberly N.	Academic Advising and Transfer Ctr	\$47,666		\$5,000	\$54,246
Stanton, Shannon K.	Juanita K Hammons Hall	\$82,500		\$2,475	\$84,975
Starchman, Gary	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$983	\$33,743
Steele, Melvin L.	efactory-CBED	\$60,963		\$1,829	\$62,792
Steen, Carrie	WP Dean of Acad Affairs Office	\$56,320		\$1,690	\$58,010
Steeves, Jared S.	Fac Mgmt-Grounds	\$35,294		\$1,059	\$36,353
Steinshouer, Linda K.	School-Mental Health & Behavior Sci	\$38,193		\$1,146	\$39,339
Stephens, Carrie M.	Office of University Safety	\$59,816		\$1,794	\$61,610
Stephens, Jill R.	Missouri State Outreach	\$52,433		\$1,573	\$54,006
Stevens, Linda C.	Health & Wellness Center	\$38,974		\$1,169	\$40,143
Stewart, James R.	Office of University Safety	\$67,280		\$2,018	\$69,298
Stewart, Marjorie A.	Career Center	\$57,684		\$230	\$59,651
Stewart, Rabekah D.	Student Support & Opportunity Services	\$101,904		\$3,057	\$104,961
Stockmann, Edward F.	Registrar	\$45,343		\$1,360	\$46,703
Stockton, Todd A.	WP Information Technology Services	\$49,149		\$1,474	\$50,624
Stokes, Michael C.	Residence Life Housing & Dining Svc	\$27,300		\$819	\$28,119
Stone, Rowena A.	President's Office	\$73,785		\$2,214	\$75,999
Stopczynski, Stacey L.	Computer Services-Bearpass Card	\$57,000		\$1,710	\$58,710
Storie, Anthony L.	Res Life Hous & Din Svc-Fac & Oper	\$33,415		\$1,002	\$34,417
Stout, Tracy L.	Library	\$83,807		\$2,514	\$86,321

Street, Lori D.	KSMU	\$58,000		\$1,740	\$59,740
Strider, Angela M.	Residence Life Housing & Dining Svc	\$76,398		\$2,292	\$78,690
Strong, Elizabeth C.	Office of Education Abroad	\$73,845		\$2,215	\$76,061
Strong, Joe R.	Faculty Ctr For Teaching & Learning	\$59,373		\$1,781	\$61,154
Strope, Kimberly R.	Office of University Safety	\$37,128		\$1,114	\$38,242
Stroup, Matthew L.	Computer Services	\$49,292		\$1,479	\$50,771
Stucker, Joshua A.	Fac Mgmt-Custodial	\$33,088		\$993	\$34,081
Stuppy, Joshua D.	Networking & Telecommunications	\$105,000	\$2,500	\$3,225	\$110,725
Sukovaty, Lacy D.	Schl of Agri Sci and Conservation	\$111,783		\$3,353	\$115,136
Sullivan, John W.	Music	\$32,760	\$3,900	\$1,100	\$37,760
Sullivan, Maxine C.	Music	\$36,226		\$1,087	\$37,313
Swift, Mary M.	Office of Video Marketing	\$44,772		\$1,343	\$46,115
Swigert, Dwayne A.	Library	\$46,456		\$1,394	\$47,850
Swindell, Lori L.	Financial Services	\$84,000		\$2,520	\$86,520
Swingle, Ethan C.	Intercollegiate Athletics	\$58,800		\$1,764	\$58,020
Switzer, Jeffrey G.	Fac Mgmt-Maintenance	\$50,577		\$1,517	\$52,094
Syler, Christopher W.	Fac Mgmt-Custodial	\$34,398		\$1,032	\$35,430
Syler, Melody A.	Fac Mgmt-Custodial	\$44,219		\$1,327	\$45,546
Talty, Beverly S.	Health & Wellness Center	\$61,039		\$1,831	\$62,870
Tanaka, Jonas E.	Advancement Services	\$48,880		\$1,466	\$50,346
Tankersley, Annette J.	Agency For Teaching, Leading & Lng	\$54,600	\$2,221	\$1,705	\$58,526
Tate, Pamela K.	WP Dean of Acad Affairs Office	\$44,773		\$1,343	\$46,116
Taylor, Eric D.	Faculty Ctr For Teaching & Learning	\$56,422		\$1,693	\$58,115
Taylor, Lisa M.	Graduate College	\$62,013		\$1,860	\$63,873
Taylor, Matthew I.	Computer Services	\$54,765		\$1,643	\$56,408
Taylor, Robert B.	efactory-CBED	\$34,756		\$1,043	\$35,799
Tebo, Kim A.	Registrar	\$45,343		\$1,360	\$46,703
Templeton, Kelly M.	Theatre & Dance	\$63,407		\$1,902	\$65,309
Terry, Jane E.	Languages Cultures & Religions	\$40,268		\$1,208	\$41,476
Tharp, Kadem H.	WP Athletics-Men	\$52,500		\$1,575	\$54,075
Theissen, Ryan C.	Fac Mgmt-Grounds	\$37,171		\$1,115	\$38,286
Thomas, Kristen R.	COE-Education Advisement	\$48,825		\$1,465	\$50,290
Thomas, Tramain L.	Athletics-Football-Men	\$65,000		\$1,950	\$66,950
Thompson, Andrew M.	Residence Life Housing & Dining Svc	\$40,500		\$1,215	\$41,715

Thompson, Dustin A.	Ctr For Archeological Research	\$45,562		\$1,367	\$46,929
Thompson, Madison G.	Library	\$31,200		\$936	\$32,136
Thornton, Brittney M.	Health & Wellness Center	\$34,398		\$1,032	\$35,430
Thurman, Patrick D.	Res Life Hous & Din Svc-Fac & Oper	\$32,760		\$983	\$33,743
Thuston, Tess M.	Health & Wellness Center	\$39,519		\$1,186	\$40,705
Tibbs, Bart A.	Admissions	\$60,497		\$1,815	\$62,312
Tinkler, Barri E.	College of Education	\$170,100		\$5,103	\$175,203
Titus, Christy L.	Criminology	\$35,634		\$1,069	\$36,703
Toebben, Braden	Kinesiology	\$34,638		\$1,039	\$35,677
Tolleson, Melissa A.	Enrollment Management & Services	\$41,139		\$1,234	\$42,373
Totsch, Carly B.	McQueary College of Hlth & Hman Svs	\$46,555		\$1,397	\$47,952
Totty, Angela D.	WP Student Services	\$107,115		\$3,213	\$110,328
Towell, Kelley L.	WP Financial Aid	\$40,680		\$1,220	\$41,900
Townsend, Morgan A.	Residence Life Housing & Dining Svc	\$40,500		\$1,215	\$41,715
Townsend, Steven B.	Printing Services	\$44,112		\$1,323	\$45,435
Tran, Trang M.	College of Natl & App Science	\$42,000		\$1,260	\$43,260
Tran, Yen T.	International Programs	\$44,859	\$2,260	\$1,414	\$48,533
Treese, Joe I.	Fac Mgmt-Maintenance	\$50,465	\$2,080	\$1,576	\$54,121
Trewatha-Bach, Stacey R.	Public Affairs and Assessment	\$56,320		\$1,690	\$58,010
Trotter, Alisa D.	College of Business	\$59,267		\$1,778	\$61,045
Tucker, Catherine D.	Academic Advising and Transfer Ctr	\$37,849		\$1,135	\$38,984
Tucker, Timothy R.	Missouri State Outreach	\$54,762	\$2,000	\$1,703	\$58,465
Turner, Britni	Financial Aid	\$44,100		\$1,323	\$45,423
Turner, Steve M.	Fac Mgmt-Custodial	\$38,856		\$1,166	\$40,022
Turner, Steven L.	Agriculture-Mtn Grv Campus	\$38,183	\$366	\$1,156	\$39,706
Tyler, Tiera N.	Residence Life Housing & Dining Svc	\$43,050		\$1,292	\$44,342
Underwood, Deborah A.	Financial Services	\$94,500		\$2,835	\$97,335
Underwood, Stacey J.	Fac Mgmt-Custodial	\$34,398		\$1,032	\$35,430
Utne, Benjamin L.	Cybersecurity and Enterprise System	\$77,103		\$2,313	\$79,416
Van Note, Melynda K.	Agency For Teaching, Leading & Lng	\$53,500	\$3,321	\$1,705	\$58,526
Van Rhein, Stephanie M.	Enrollment Management & Services	\$68,610		\$2,058	\$70,668
VandenBerg, Alexis L.	Biology	\$32,765	\$2,047	\$1,044	\$35,857
Vaneva, Teodora H.	Computer Services	\$77,034		\$2,311	\$79,345
Varney, Joshua M.	Fac Mgmt-Custodial	\$32,760		\$983	\$33,743

Vauble, Amanda M.	Provost Office	\$60,000		\$1,800	\$61,800
Vaughan, David A.	Environmental Health & Safety	\$88,636		\$2,659	\$91,295
Vaughan, Julie A.	Financial Services	\$59,850		\$1,796	\$61,646
Vaughan, Lori A.	Graduate College	\$36,400		\$1,092	\$37,492
Vaughn, Eric F.	Campus Recreation	\$63,693		\$1,911	\$65,604
Veach, Susan A.	Financial Services	\$44,273		\$1,328	\$45,601
Viani, Breno E.	Computer Services	\$49,149		\$1,474	\$50,623
Vincent, Katherine E.	Residence Life Housing & Dining Svc	\$31,200		\$936	\$32,136
Wade, Lisa M.	WP Instruction	\$76,125		\$2,284	\$78,409
Wade, Lori L.	Kinesiology	\$39,919		\$1,198	\$41,117
Wadley, Dustin T.	Fac Mgmt-Grounds	\$37,433		\$1,123	\$38,556
Wahl, Shawn T.	RCASH	\$184,010		\$5,520	\$189,530
Wales, Anthony S.	Athletics-Football-Men	\$45,000		\$1,350	\$46,350
Walker, Jennifer D.	WP Financial Aid	\$61,557		\$1,847	\$63,404
Walker, Kimberly N.	McQueary College of Hlth & Hman Svs	\$53,732		\$1,612	\$55,344
Walker, Mary L.	Financial Aid	\$34,070		\$1,022	\$35,092
Walker, Tammy L.	Fac Mgmt-Mountain Grove	\$33,088		\$993	\$34,081
Wall, Rebekkah A.	Career Center	\$42,990		\$1,290	\$44,280
Wallace, Darin S.	Financial Services	\$65,000		\$1,950	\$66,950
Wallentine, Scott W.	Physical Therapy	\$114,062		\$3,422	\$117,484
Walsh, Briana I.	Athletics-Volleyball-Women	\$43,500		\$1,305	\$44,805
Walters, Charles D.	Facilities Management	\$55,630		\$1,669	\$57,299
Wanekaya, Adam	Chemistry and Biochemistry	\$130,498		\$3,945	\$135,443
Wantland, Carisma A.	Facilities Management	\$36,428		\$1,093	\$37,521
Wantland, Elizabeth R.	School-Teaching Learn & Develop Sci	\$31,200	\$577	\$953	\$32,731
Wantland, Evan J.	Fac Mgmt-Grounds	\$37,171		\$1,115	\$38,286
Ward, Andrew G.	Physical Therapy	\$98,464		\$2,954	\$101,418
Ward, Dennis E.	Res Life Hous & Din Svc-Fac & Oper	\$39,394		\$1,182	\$40,576
Ward, Jennifer L.	Financial Aid	\$36,434		\$1,093	\$37,527
Warnow, Cynthia M.	Office of University Safety	\$38,918		\$1,168	\$40,086
Warren, Melissa L.	Computer Services	\$63,790		\$1,914	\$65,704
Waterman, Kelly S.	History	\$32,759		\$983	\$33,742
Watkins, Emma K.	McQueary College of Hlth & Hman Svs	\$42,000		\$1,260	\$43,260
Wagh, Douglas D.	KSMU	\$71,146		\$2,134	\$73,280

Weathersbee, Scotlyn R.	Residence Life Housing & Dining Svc	\$27,299		\$819	\$28,118
Webb, Jennifer M.	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
Weber, Andrea M.	Dean of Students Office	\$123,505		\$3,705	\$127,210
Weber, Donald T.	Plaster Student Union Admin	\$87,686		\$2,631	\$90,317
Weber, Krishia L.	Health & Wellness Center	\$34,070		\$1,022	\$35,092
Webster, Misty L.	Fac Mgmt-Grounds	\$37,171		\$1,115	\$38,286
Webster, Nicole L.	Veteran Student Center	\$47,500		\$1,425	\$48,925
Welch, Granvill L.	Fac Mgmt-Custodial	\$34,070		\$1,022	\$35,092
Welch, James J.	Admissions	\$59,242		\$1,777	\$61,019
Welker, Dylan C.	College of Natl & App Science	\$42,000		\$1,260	\$43,260
Wells, Alysia S.	Student Support & Opportunity Services	\$43,890		\$1,317	\$45,207
Wells, Kelli A.	Plaster Student Union Physical Plnt	\$32,759		\$983	\$33,742
Wells, Randy A.	Fac Mgmt-Custodial	\$33,415		\$1,002	\$34,417
West Staples, Victoria R.	Learning Diagnostic Clinic	\$38,850	\$1,180	\$1,201	\$41,230
West, John J.	Fac Mgmt-Grounds	\$35,294		\$1,059	\$36,353
Weter, Jennifer L.	VP University Advancement	\$60,007		\$1,800	\$61,807
Wheeler, Ashley A.	Child Development Center	\$32,760		\$983	\$33,743
Wheeler, Jack C.	Juanita K Hammons Hall	\$68,610		\$2,058	\$70,668
Wheeler, Mark S.	Planning, Design & Construction	\$127,500		\$3,825	\$131,325
Whitaker, Charles	Citizenship & Service Learning	\$50,600		\$1,518	\$52,118
Whitaker, Katherine C.	Office of Strategic Communication	\$58,099		\$1,743	\$59,842
White Minnis, Letitia J.	McQueary College of Hlth & Hman Svs	\$160,391		\$4,812	\$165,203
White, John M.	WP Student Services	\$40,680		\$1,220	\$41,900
White, Kevin T.	Creative Services	\$56,348		\$1,690	\$58,038
White, Victoria	Financial Aid	\$49,350		\$1,481	\$50,831
Whitlow, Caleb J.	Computer Services	\$62,992		\$1,890	\$64,882
Whittington, Yulia O.	Development Office	\$65,000		\$1,950	\$66,950
Whorton, Serena	Faculty Ctr For Teaching & Learning	\$34,943		\$1,048	\$35,991
Widick, Noah J.	Residence Life Housing & Dining Svc	\$26,000		\$780	\$26,780
Wienberg, Darren E.	Academic Advising and Transfer Ctr	\$64,735		\$1,942	\$66,677
Wiens, Leslie P.	WP Physical Plant	\$32,760		\$983	\$33,743
Wieters, Caroline E.	Campus Recreation	\$45,000		\$1,350	\$46,350
Wilhelm, Paula M.	Office of Human Resources	\$73,945		\$2,218	\$76,163
Wilker, Karl L.	Schl of Agri Sci and Conservation	\$100,412		\$3,012	\$103,424

Wilkins, Benjamin J.	Fac Mgmt-Grounds	\$34,839		\$1,045	\$35,885
Williams, Michael E.	Res Life Hous & Din Svc-Fac & Oper	\$33,088		\$993	\$34,081
Williams, Rhonda L.	President's Office	\$65,100		\$1,953	\$67,053
Williams, Rylee A.	Creative Services	\$42,179		\$1,265	\$43,444
Williamson, Elizabeth M.	Physical Therapy	\$122,622		\$3,679	\$126,301
Willis, Jessica K.	McQueary College of Hlth & Hman Svs	\$55,191	\$2,500	\$1,731	\$59,422
Willis, Lauren A.	WP Student Services	\$60,000		\$1,800	\$61,800
Wills, C M.	Procurement Services	\$94,500		\$2,835	\$97,335
Wilson, Cassy L.	Plaster Student Union Admin	\$31,200		\$936	\$32,136
Wilson, Daniel L.	WP Information Technology Services	\$51,411		\$1,542	\$52,953
Wilson, Kara J.	WP Dean of Acad Affairs Office	\$49,350	\$60	\$1,482	\$50,892
Wilson, Kevin W.	Library	\$40,819		\$1,225	\$42,044
Wilson, Lance E.	Office of University Safety	\$48,077		\$1,442	\$49,519
Wilson, Patrick R.	Juanita K Hammons Hall	\$47,319		\$1,420	\$48,739
Winfrey, Trace E.	WP Residence Life	\$47,017		\$1,411	\$48,428
Winkler, Danny E.	College of Business	\$72,638		\$2,179	\$74,817
Wolf, Gregory E.	WP Physical Plant	\$33,279		\$998	\$34,278
Wolf, Pheonix S.	Facilities Management	\$34,839		\$1,045	\$35,885
Wolfe, Kara	Schl of Hospitality and Agri Ldrs	\$136,000		\$4,080	\$140,080
Wollard, Rick L.	Res Life Hous & Din Svc-Fac & Oper	\$34,398		\$1,032	\$35,430
Won, Megan P.	Athletic Medical & Rehab Services	\$46,935	\$2,475	\$1,482	\$50,892
Wood, Emily M.	Child Development Center	\$32,760		\$983	\$33,743
Wood, Kelly S.	Student Success	\$158,142		\$4,744	\$162,886
Wood, Mary A.	Public Affairs and Assessment	\$64,272		\$1,928	\$66,200
Wood, Michael B.	Career Center	\$57,684		\$230	\$59,651
Woolsey, Mark A.	Public Affairs and Assessment	\$73,934		\$2,218	\$76,152
Wright, Amy M.	Child Development Center	\$38,525		\$1,156	\$39,681
Wright, Brandan J.	Office of University Safety	\$38,133		\$1,144	\$39,277
Wright, Joan E.	WP Instruction	\$57,279		\$1,718	\$58,997
Wu, Yi	International Programs	\$52,285		\$3,137	\$57,085
Wutke, Adam T.	Legal Affairs and Compliance	\$40,425		\$1,213	\$41,638
Yarberry, Vonda K.	Art & Design	\$128,697		\$3,861	\$132,558
Yates, Jennifer M.	Occupational Therapy	\$88,200		\$2,000	\$92,906
Ybanez, Robert A.	Adult Student Services	\$35,137		\$1,054	\$36,191

Yeap, Emily	Office of Strategic Communication	\$56,348		\$1,690	\$58,038
York, David S.	WP Physical Plant	\$32,760		\$983	\$33,743
Yost, Kemberly E.	Office of University Safety	\$37,128		\$1,114	\$38,242
Yost, Nikki L.	Enrollment Management & Services	\$39,082		\$1,172	\$40,254
Young, Angela	Registrar	\$90,072		\$2,702	\$92,774
Young, Darren E.	International Programs	\$51,488	\$1,545	\$1,591	\$54,624
Young, David A.	WP Information Technology Services	\$77,103		\$2,313	\$79,416
Young, Quincy N.	Web Strategy and Development	\$40,000	\$30	\$1,201	\$41,230
Zackery, Tenisha D.	Political Science & Philosophy	\$36,607		\$1,098	\$37,706
Zan, Tongbin	Financial Services	\$61,000		\$1,830	\$62,830
Zhang, Peng	VP Community & Global Partnerships	\$67,793		\$2,034	\$69,827
Zhang, Xinge	International Services	\$55,800	\$1,120	\$1,708	\$58,628
Zhou, Tianyu	Computer Services	\$65,703		\$1,971	\$67,674
Zhou, Xiaomin	Financial Services	\$82,320		\$2,470	\$84,790
Zhuang, Yuan	Languages Cultures & Religions	\$58,464		\$1,754	\$60,218
Ziegler, Carol R.	Veteran Student Center	\$60,000		\$1,800	\$61,800
Ziegler, Paul M.	Facilities Management	\$59,186		\$1,776	\$60,962
Zulker, Chelsea A.	Child Development Center	\$31,200		\$936	\$32,136

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1757-24

Approval of Actions Concerning Employee

Salary Increases Effective August 1, 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic and Non-academic employees as itemized below, are effective August 1, 2024.

Name	Department	Current Salary	Minimum Adjustment	Faculty Promotions	PSIP	Equity	ATB Adjustment	New Salary
Abernathy, Amber R.	School-Mental Health & Behavior Sci	\$68,493		\$6,000			\$2,235	\$76,728
Adams, Kathryn A.	School of Nursing	\$81,734					\$2,452	\$84,186
Adams, Mollie T.	Accounting	\$147,000					\$4,410	\$151,410
Agnew, William J.	School-Spec Ed Ldrshp Prof Studies	\$100,260					\$3,008	\$103,268
Aho, Kyle J.	Music	\$51,217					\$1,537	\$52,754
Ajuwon, Paul M.	School-Spec Ed Ldrshp Prof Studies	\$84,123					\$2,524	\$86,647
Akbar Akhgari, Paria	Political Science & Philosophy	\$62,537					\$1,876	\$64,413
Albers, Joshua R.	Art & Design	\$67,386					\$2,022	\$69,408
Albin, Craig D.	WP Instruction	\$79,979					\$2,399	\$82,378
Albritton, Michael A.	Information Tech and Cybersecurity	\$53,504					\$1,605	\$55,109
Allen, Jimmie R.	Art & Design	\$67,702					\$2,031	\$69,733
Allen, Natalie B.	Public Health and Sports Medicine	\$58,982					\$1,769	\$60,751
Amberg, Richard H.	Communicaton Media Journalism & Film	\$70,535		\$6,000			\$2,296	\$78,831
Amidon, Ethan	Criminology	\$81,510					\$2,445	\$83,955
Anderson, Angela L.	School-Mental Health & Behavior Sci	\$81,439					\$2,443	\$83,882
Anderson, Jacob D.	Greenwood Lab School	\$48,477					\$1,454	\$49,931
Arendell, Telory D.	Theatre & Dance	\$80,145					\$2,404	\$82,549
Argyle, Deidre	Art & Design	\$66,023					\$1,981	\$68,004
Artman, Amy	Languages Cultures & Religions	\$49,581					\$1,487	\$51,068
Atkinson, Jamie C.	School-Spec Ed Ldrshp Prof Studies	\$65,031		\$5,000			\$2,101	\$72,132
Atkinson, Rebena A.	WP Instruction	\$44,000					\$1,320	\$45,320
Ault-Phillips, Jana M.	Finance, Economics& Risk Management	\$79,716					\$2,391	\$82,107
Austin, Rebekah E.	Information Tech and Cybersecurity	\$103,740					\$3,112	\$106,852
Auteri, Giorgianna	Biology	\$66,150					\$1,985	\$68,135
Backes, Heidi A.	Languages Cultures & Religions	\$69,497					\$2,085	\$71,582
Baggett, Azaria R.	Theatre & Dance	\$60,287					\$1,809	\$62,096
Bailey, Sandra L.	Merchandising and Fashion Design	\$81,549					\$2,446	\$83,995

Bajalan, Djene R.	History	\$72,530			\$2,176	\$74,706
Baker, Sarah J.	School-Teaching Learn & Develop Sci	\$65,031	\$5,000		\$2,101	\$72,132
Banaei, Brittney L.	Theatre & Dance	\$50,000			\$1,500	\$51,500
Banerjee, Tuhina	Chemistry and Biochemistry	\$63,882			\$1,916	\$65,798
Banning, Jessica A.	WP Allied Health Division	\$52,977	\$2,500		\$1,664	\$57,141
Baran, Andrzej S.	Physics Astronomy & Materials Sci	\$65,000			\$1,950	\$66,950
Barffour, Antoinette A.	Languages Cultures & Religions	\$67,964			\$2,039	\$70,003
Barnett, Joann E.	Mathematics	\$48,920		\$500	\$1,483	\$50,903
Barnhouse, Tamra L.	Greenwood Lab School	\$50,727			\$1,522	\$52,249
Barreda, Albert A.	Schl of Hospitality and Agri Ldrs	\$87,627			\$2,629	\$90,256
Bassett, Damon J.	Schl of Earth Enviro & Sustain	\$56,147		\$500	\$1,699	\$58,346
Basu Roy, Subhasree	Finance, Economics& Risk Management	\$97,878		\$4,300	\$3,065	\$105,243
Bauman, R I.	Communicaton Media Journalism & Film	\$73,564			\$2,207	\$75,771
Baumlin, James S.	English	\$109,031			\$3,271	\$112,302
Baynes, Leslie A.	Languages Cultures & Religions	\$69,690			\$2,091	\$71,781
Beatty, Nick L.	Political Science & Philosophy	\$52,067			\$1,562	\$53,629
Bedell, Kenneth L.	School-Mental Health & Behavior Sci	\$61,950			\$1,859	\$63,809
Behrend, Bonni A.	School-Mental Health & Behavior Sci	\$62,537			\$1,876	\$64,413
Bekebrede, Matt A.	Schl of Hospitality and Agri Ldrs	\$55,508			\$1,665	\$57,173
Belkhouche, Mohammed Y.	Computer Science	\$113,154			\$3,395	\$116,549
Bell, Angela B.	English	\$66,150			\$1,985	\$68,135
Benedict-Chambers, Amanda M.	School-Teaching Learn & Develop Sci	\$74,194			\$2,226	\$76,420
Benzer, Fatih	Art & Design	\$66,807			\$2,004	\$68,811
Beranek, Benjamin C.	Finance, Economics& Risk Management	\$85,176		\$11,700	\$2,906	\$99,782
Besara, Tiglet	Physics Astronomy & Materials Sci	\$71,975	\$5,000		\$2,309	\$79,284
Bhattacharyya, Gautam	Chemistry and Biochemistry	\$74,299		\$500	\$2,244	\$77,043
Birdyshaw, Edward L.	WP Instruction	\$63,274			\$1,898	\$65,172
Bishop, Rhonda L.	School-Teaching Learn & Develop Sci	\$52,606			\$1,578	\$54,184
Blackmon, W D.	English	\$120,058			\$3,602	\$123,660
Blanton, Patti A.	Mathematics	\$49,880		\$500	\$1,511	\$51,891
Blevins, Brooks R.	History	\$98,713			\$2,961	\$101,674
Bollinger, Salina A.	School-Mental Health & Behavior Sci	\$45,864	\$2,500	\$3,000	\$1,541	\$52,905
Bolyard, Chloe	School-Teaching Learn & Develop Sci	\$70,281			\$2,108	\$72,389
Boswell, Matthew A.	Music	\$78,750			\$2,363	\$81,113

Bowe, Laura M.	Biology	\$50,142		\$500	\$1,519	\$52,161
Bowman, Sarah J.	Public Health and Sports Medicine	\$48,510		\$1,800	\$1,509	\$51,819
Boyle, Michael P.	Political Science & Philosophy	\$53,923			\$1,618	\$55,541
Brahnam, S B.	Information Tech and Cybersecurity	\$148,789			\$4,464	\$153,253
Brattin, Ricky L.	Information Tech and Cybersecurity	\$142,772			\$4,283	\$147,055
Brazeal, LeAnn M.	Communicaton Media Journalism & Film	\$71,927			\$2,158	\$74,085
Breyfogle, Bryan E.	Chemistry and Biochemistry	\$98,529			\$2,956	\$101,485
Brinkman, Bryan C.	Languages Cultures & Religions	\$57,750			\$1,733	\$59,483
Brinson, Sabrina A.	School-Teaching Learn & Develop Sci	\$86,411			\$2,592	\$89,003
Broaddus, Loren E.	Greenwood Lab School	\$47,250			\$1,418	\$48,668
Broaddus, Marilyn A.	Greenwood Lab School	\$48,651			\$1,460	\$50,111
Brodeur, Amanda C.	Biomedical Sciences	\$79,296			\$2,379	\$81,675
Brooks, James P.	Biomedical Sciences	\$62,537			\$1,876	\$64,413
BrooksBrewer, Eryn A.	Theatre & Dance	\$50,400			\$1,512	\$51,912
Brown, Michele A.	School-Mental Health & Behavior Sci	\$61,412			\$1,842	\$63,254
Brown, Orville G.	School-Spec Ed Ldrshp Prof Studies	\$91,882			\$2,756	\$94,638
Bryant, Emery L.	Kinesiology	\$47,690		\$1,500	\$1,476	\$50,666
Bunn, Roger	Mathematics	\$51,874		\$500	\$1,571	\$53,945
Burch, Abby R.	Greenwood Lab School	\$55,103			\$1,653	\$56,756
Burge, Sara J.	English	\$49,221		\$2,950	\$1,565	\$53,736
Burt, Zachary J.	Kinesiology	\$50,291			\$1,509	\$51,800
Busdieker-Jesse, Nichole L.	Schl of Hospitality and Agri Ldrs	\$64,599			\$1,938	\$66,537
Buyurgan, Nebil	Technology & Construction Mgmt	\$120,478			\$3,614	\$124,092
Calihman, Matthew S.	English	\$76,163			\$2,285	\$78,448
Callahan, Richard N.	Technology & Construction Mgmt	\$120,666			\$3,620	\$124,286
Callahan, Yvonne M.	School of Nursing	\$65,000			\$1,950	\$66,950
Cameron, James S.	Music	\$68,548			\$2,056	\$70,604
Campbell, Lacey	WP Allied Health Division	\$59,538			\$1,786	\$61,324
Carden-Jessen, Melanie E.	Schl of Earth Enviro & Sustain	\$47,666	\$2,500	\$500	\$1,520	\$52,186
Carr, Judy L.	WP Instruction	\$63,219			\$1,897	\$65,116
Carr, W D.	Public Health and Sports Medicine	\$87,872			\$2,636	\$90,508
Carroll, Jesse L.	Schl of Agri Sci and Conservation	\$60,000			\$1,800	\$61,800
Casey, Lisa R.	Music	\$78,047			\$2,341	\$80,388
Cathey, Christie L.	School-Mental Health & Behavior Sci	\$70,456			\$2,114	\$72,570

Cemore Brigden, Joanna J.	School-Teaching Learn & Develop Sci	\$80,089		\$2,403	\$82,492
Cerdas Cisneros, Maria	Languages Cultures & Religions	\$66,807		\$2,004	\$68,811
Chang, Ching-Wen	School-Spec Ed Ldrshp Prof Studies	\$81,440		\$2,443	\$83,883
Chapman, Carol L.	Music	\$76,916		\$2,307	\$79,223
Chaston, Joel D.	English	\$86,556		\$2,597	\$89,153
Chenoweth, Amelia M.	School-Mental Health & Behavior Sci	\$53,951	\$2,100	\$1,682	\$57,733
Choi, Hyunjin	School-Teaching Learn & Develop Sci	\$60,060		\$1,802	\$61,862
Christian, McCall E.	Public Health and Sports Medicine	\$68,161		\$2,045	\$70,206
Chuchiak, John F.	History	\$101,992		\$3,060	\$105,052
Clark, Ronald A.	Marketing	\$149,718		\$4,492	\$154,210
Clayton, Michael	School-Mental Health & Behavior Sci	\$73,698		\$2,211	\$75,909
Closser, Cole B.	Art & Design	\$67,205		\$2,016	\$69,221
Cobos, Liza M.	Schl of Hospitality and Agri Ldrs	\$87,645		\$2,629	\$90,274
Coleman, Joshua	Marketing	\$139,735		\$4,192	\$143,927
Collins, Christopher	Communicaton Media Journalism & Film	\$60,399	\$5,000	\$1,962	\$67,361
Coltharp, Allison R.	Communicaton Media Journalism & Film	\$51,127		\$1,534	\$52,661
Coltharp, Joel W.	English	\$47,666	\$2,500	\$1,505	\$51,671
Conner, Karla D.	School of Nursing	\$72,417		\$2,173	\$74,590
Connor, George E.	Political Science & Philosophy	\$101,228		\$3,037	\$104,265
Cook, Charles L.	WP Instruction	\$52,962		\$1,589	\$54,551
Cornelison, David M.	Physics Astronomy & Materials Sci	\$109,543		\$3,286	\$112,829
Cornelius-White, Jeffrey H.	School-Mental Health & Behavior Sci	\$96,879		\$2,906	\$99,785
Correll, Pamela	School-Teaching Learn & Develop Sci	\$70,281		\$2,108	\$72,389
Cox, Helena M.	School of Nursing	\$67,000		\$2,010	\$69,010
Cox, Nora F.	Communicaton Media Journalism & Film	\$49,662	\$3,000	\$1,580	\$54,242
Craig, Christopher J.	School-Spec Ed Ldrshp Prof Studies	\$125,000		\$3,750	\$128,750
Cui, Yue	Mathematics	\$70,973		\$2,129	\$73,102
Curran, Alexis M.	School of Nursing	\$56,700		\$1,701	\$58,401
Curran, Tyler D.	Communicaton Media Journalism & Film	\$48,000		\$1,440	\$49,440
Curry, Natalie A.	School-Mental Health & Behavior Sci	\$63,008		\$1,890	\$64,898
Czyzniewski, Michael G.	English	\$75,671		\$2,270	\$77,941
Daehn, Ann Marie	Music	\$75,671		\$2,270	\$77,941
Dalton, Tracy L.	English	\$50,912		\$1,527	\$52,439
Daniel, Todd E.	Information Tech and Cybersecurity	\$51,987		\$1,560	\$53,547

Daugherty, Timothy K.	School-Mental Health & Behavior Sci	\$116,032			\$3,481	\$119,513
Davies, Caitlin	Political Science & Philosophy	\$64,786			\$1,944	\$66,730
Davis, Chelsea G.	History	\$60,900			\$1,827	\$62,727
Davis, Joshua M.	Information Tech and Cybersecurity	\$157,638			\$4,729	\$162,367
Davis, Tammi R.	School-Teaching Learn & Develop Sci	\$70,281			\$2,108	\$72,389
DeBode, Jason D.	Management	\$139,206			\$4,176	\$143,382
Denton, Melinda L.	WP Instruction	\$56,386			\$1,692	\$58,078
Derayati, Pouya	Management	\$131,040			\$3,931	\$134,971
DeVore, Natasha M.	Chemistry and Biochemistry	\$66,473			\$1,994	\$68,467
Dicke, Crystal D.	Library	\$56,753			\$1,703	\$58,456
Dicke, Thomas S.	History	\$87,198			\$2,616	\$89,814
Dieterich, Alyssa A.	School of Nursing	\$70,186			\$2,106	\$72,292
Dillon, Randy K.	Communicaton Media Journalism & Film	\$98,470			\$2,954	\$101,424
Dimond, Jack E.	Communicaton Media Journalism & Film	\$52,743			\$1,582	\$54,325
Do, Ngoc T.	Mathematics	\$70,973			\$2,129	\$73,102
Dollar, Susan C.	School-Mental Health & Behavior Sci	\$101,622			\$3,049	\$104,671
Dong, Mengming M.	Finance, Economics& Risk Management	\$140,000			\$4,200	\$144,200
Dowdy, Marcia B.	School-Spec Ed Ldrshp Prof Studies	\$47,250			\$1,418	\$48,668
Dubey, Rahul	Computer Science	\$94,286			\$2,829	\$97,114
Dudash-Buskirk, Elizabeth A.	Communicaton Media Journalism & Film	\$72,513			\$2,175	\$74,688
Dudley, Kelly R.	School-Mental Health & Behavior Sci	\$45,864	\$2,500	\$3,000	\$1,541	\$52,905
Durham, Paul L.	Biology	\$112,277			\$3,368	\$115,646
Dyer, Samuel C.	Communicaton Media Journalism & Film	\$73,564			\$2,207	\$75,771
Echols, Leslie	School-Mental Health & Behavior Sci	\$72,496			\$2,175	\$74,671
Eisman, Karen D.	Information Tech and Cybersecurity	\$47,250			\$1,418	\$48,668
Ekstam, Keith A.	Art & Design	\$95,469			\$2,864	\$98,333
Ellickson, Mark C.	Political Science & Philosophy	\$87,774			\$2,633	\$90,407
Elliott, Jessica M.	History	\$65,608			\$1,968	\$67,576
English, Catherine M.	English	\$77,210			\$2,316	\$79,526
Ennis, Kimberly R.	Physical Therapy	\$90,000			\$2,700	\$92,700
Entlicher-Stewart, Ronda S.	School of Nursing	\$73,785			\$2,214	\$75,999
Estrella, Ana I.	WP Instruction	\$50,728			\$1,522	\$52,249
Evans, Kevin R.	Schl of Earth Enviro & Sustain	\$87,815		\$500	\$2,649	\$90,964
Evans, Krista M.	Schl of Earth Enviro & Sustain	\$72,017		\$500	\$2,176	\$74,693

Evener, Vincent M.	Languages Cultures & Religions	\$60,000		\$1,800	\$61,800
Faa, Balazs	Art & Design	\$49,468		\$1,484	\$50,952
Fallone, Melissa D.	School-Mental Health & Behavior Sci	\$70,996		\$2,130	\$73,126
Fearing, Cory A.	Greenwood Lab School	\$50,684		\$1,521	\$52,205
Ferry, Nichole A.	Theatre & Dance	\$64,000		\$1,920	\$65,920
Finch, Kim K.	School-Spec Ed Ldrshp Prof Studies	\$74,034		\$2,221	\$76,255
Finley, Stacie L.	School-Teaching Learn & Develop Sci	\$62,537		\$1,876	\$64,413
Finn, Debra S.	Biology	\$73,537		\$500	\$2,221
Fischer, Donald L.	School-Mental Health & Behavior Sci	\$84,606		\$2,538	\$87,144
Flanders, Janelle A.	Greenwood Lab School	\$52,967		\$1,589	\$54,556
Flannery, Timothy J.	Finance, Economics& Risk Management	\$95,682		\$6,500	\$3,065
Follensbee, Billie J.	Art & Design	\$91,341		\$2,740	\$94,081
Foreman, Elizabeth	Political Science & Philosophy	\$73,261		\$2,198	\$75,459
Foster, Gabriel L.	WP Dean of Acad Affairs Office	\$41,000		\$1,230	\$42,230
Foster, Jeffrey L.	School-Mental Health & Behavior Sci	\$64,224	\$5,000	\$2,077	\$71,301
Foster, Laura G.	Counseling Center	\$40,000	\$1,010	\$1,230	\$42,240
Foster, Lyle Q.	Sociology & Anthropology	\$62,714	\$5,000	\$2,031	\$69,745
Foster, Micheal S.	Theatre & Dance	\$81,107		\$2,433	\$83,540
Fraczak, Jacek M.	Art & Design	\$73,501		\$2,205	\$75,706
Franklin, Keri R.	English	\$101,903		\$3,057	\$104,960
Franklin, Thomas C.	Communication Sciences & Disorders	\$86,964		\$2,609	\$89,573
Frauenhoffer, Megan P.	Art & Design	\$48,048		\$1,441	\$49,489
Frazier, Emily K.	Schl of Earth Enviro & Sustain	\$68,250		\$2,048	\$70,298
Frederick, Dana J.	Management	\$58,165		\$1,745	\$59,910
Friske, Wesley	Marketing	\$142,772		\$4,283	\$147,055
Gallaway, Julie H.	Finance, Economics& Risk Management	\$62,418		\$3,000	\$1,963
Gallaway, Terrel A.	Finance, Economics& Risk Management	\$111,718		\$3,352	\$115,070
Galvan, John M.	Marketing	\$132,300		\$3,969	\$136,269
Garrison-Kane, Linda	School-Spec Ed Ldrshp Prof Studies	\$92,463		\$2,774	\$95,237
Gartin, Patrick R.	Criminology	\$95,502		\$2,865	\$98,367
Gerasimchuk, Nikolay N.	Chemistry and Biochemistry	\$103,113		\$3,093	\$106,206
Gerasimchuk-Djordjevic, Maria N	Art & Design	\$65,649		\$1,969	\$67,618
Gholson, Martha R.	English	\$61,969		\$1,859	\$63,828
Ghosh, Kartik C.	Physics Astronomy & Materials Sci	\$107,897		\$3,237	\$111,134

Ghosh, Mukulika	Computer Science	\$111,762			\$3,353	\$115,115
Gibson, Hugh M.	Kinesiology	\$81,350	\$6,000		\$2,621	\$89,971
Gibson, Kathryn M.	Greenwood Lab School	\$58,277			\$1,748	\$60,025
Gillam, Kenneth M.	English	\$72,199			\$2,166	\$74,365
Gilmore, Kristy L.	Greenwood Lab School	\$53,825			\$1,615	\$55,440
Given, Mark D.	Languages Cultures & Religions	\$53,915			\$1,617	\$55,532
Goddard, Stacy E.	Kinesiology	\$65,974			\$1,979	\$67,953
Goering, Daniel D.	Management	\$146,061			\$4,382	\$150,443
Goeringer, Michael E.	School-Spec Ed Ldrshp Prof Studies	\$54,033			\$1,621	\$55,654
Goerndt, Michael	Schl of Agri Sci and Conservation	\$76,703			\$2,301	\$79,004
Goodin, Kyle D.	Accounting	\$54,600			\$1,638	\$56,238
Goodwin, Andrew M.	Art & Design	\$47,666			\$1,430	\$49,096
Gordon, Ryan A.	Kinesiology	\$61,000			\$1,830	\$62,830
Gorley, Nicole A.	Biomedical Sciences	\$52,067		\$2,500	\$1,637	\$56,204
Goss, Benjamin D.	Management	\$110,796			\$3,324	\$114,120
Gouzie, Douglas R.	Schl of Earth Enviro & Sustain	\$81,463			\$2,444	\$83,907
Grace-Duran, Jennifer	Greenwood Lab School	\$46,510		\$1,750	\$1,448	\$49,708
Gram, John R.	History	\$53,765			\$1,613	\$55,378
Gray, Stacy M.	Greenwood Lab School	\$46,137			\$1,384	\$47,521
Greene, Brian D.	Biology	\$72,745		\$500	\$2,197	\$75,442
Grigsby, Jamie	Marketing	\$130,023	\$5,000		\$4,051	\$139,074
Gutierrez, Melida	Schl of Earth Enviro & Sustain	\$100,357			\$3,011	\$103,368
Haggard, Dana L.	Management	\$125,724			\$3,772	\$129,496
Haggard, K S.	Finance, Economics& Risk Management	\$160,482			\$4,814	\$165,296
Hains, Kathleen	Theatre & Dance	\$52,500			\$1,575	\$54,075
Hall, Lisa C.	Sociology & Anthropology	\$72,967	\$6,000		\$2,369	\$81,336
Hammerschmidt, Melinda M.	Greenwood Lab School	\$52,518		\$2,500	\$1,651	\$56,669
Hammons, David D.	Marketing	\$50,291			\$1,509	\$51,800
Hamwi, Georg A.	Marketing	\$136,335			\$4,090	\$140,425
Harbaugh, Adam P.	Mathematics	\$73,221		\$500	\$2,212	\$75,933
Haring, Katherine	Management	\$53,550			\$1,607	\$55,157
Harper, Kristin	Languages Cultures & Religions	\$50,165			\$1,505	\$51,670
Hart, Laura B.	Sociology & Anthropology	\$70,281			\$2,108	\$72,389
Harvey, Michelle D.	Theatre & Dance	\$58,038			\$1,741	\$59,779

Harwood, William H.	Political Science & Philosophy	\$62,714	\$5,000		\$2,031	\$69,745
Hass, Aida Y.	Criminology	\$96,590			\$2,898	\$99,488
Hatz, Kirsten A.	Kinesiology	\$54,698		\$2,000	\$1,701	\$58,399
Hausback, Jason M.	Music	\$75,671			\$2,270	\$77,941
Havlin, Tiffany S.	School-Mental Health & Behavior Sci	\$64,500			\$1,935	\$66,435
Haynes, Heather M.	History	\$44,000			\$1,320	\$45,320
Hays, David R.	Music	\$84,146			\$2,524	\$86,670
Heinlein, Kurt G.	Theatre & Dance	\$86,585			\$2,598	\$89,183
Heitger, Lester E.	Accounting	\$155,966			\$4,679	\$160,645
Hellman, Andrea B.	English	\$70,798	\$6,000		\$2,304	\$79,102
Hellman, Daniel S.	Music	\$78,925			\$2,368	\$81,293
Henary, Sara	Political Science & Philosophy	\$69,116			\$2,073	\$71,189
Hermans, Charles M.	Marketing	\$136,336			\$4,090	\$140,426
Herring, Sean C.	English	\$63,293			\$1,899	\$65,192
Herring, Tara K.	Biology	\$47,362		\$500	\$1,436	\$49,298
Heyboer, Jill L.	Music	\$78,047			\$2,341	\$80,388
Hicks, Sherress L.	Management	\$78,000			\$2,340	\$80,340
High, Brian D.	Chemistry and Biochemistry	\$53,244		\$500	\$1,612	\$55,356
Hill, JaLynn A.	Technology & Construction Mgmt	\$78,750			\$2,363	\$81,113
Hill, Lindsay D.	WP Allied Health Division	\$64,069			\$1,922	\$65,991
Hines, Christopher S.	Accounting	\$152,119	\$6,000		\$4,744	\$162,863
Hoegeman, Catherine H.	Sociology & Anthropology	\$68,095	\$6,000		\$2,223	\$76,318
Hoelscher, Seth	Finance, Economics& Risk Management	\$151,685			\$4,551	\$156,236
Holden, Jennifer	Greenwood Lab School	\$50,232			\$1,507	\$51,739
Holladay, Holly W.	Communicaton Media Journalism & Film	\$67,181			\$2,015	\$69,196
Hollibaugh, Casey I.	Kinesiology	\$63,512			\$1,905	\$65,417
Homburg, Andrew H.	Music	\$70,616	\$6,000		\$2,298	\$78,914
Hong, Hye-Jung	Music	\$72,662			\$2,180	\$74,842
Hopper, Tina-Maria	Biology	\$50,411		\$500	\$1,527	\$52,438
Horine, Debbie L.	School of Nursing	\$73,785			\$2,214	\$75,999
Hornsby-Gutting, Angela M.	History	\$87,677			\$2,630	\$90,307
Horton III, Leonard B.	Communicaton Media Journalism & Film	\$62,475			\$1,874	\$64,349
Howard, Amber K.	School-Teaching Learn & Develop Sci	\$57,750			\$1,733	\$59,483
Howard, Jason A.	Communicaton Media Journalism & Film	\$50,291			\$1,509	\$51,800

Howell, Marcus J.	Art & Design	\$69,238			\$2,077	\$71,315
Howerton, Phillip	WP Instruction	\$66,255			\$1,988	\$68,243
Huang, Shyang	Physics Astronomy & Materials Sci	\$87,551		\$500	\$2,642	\$90,693
Hubbard, Kevin M.	Technology & Construction Mgmt	\$104,696			\$3,141	\$107,837
Huddleston, Carla J.	WP Allied Health Division	\$68,332			\$2,050	\$70,382
Hudson, Danae L.	School-Mental Health & Behavior Sci	\$90,495			\$2,715	\$93,210
Hudson, Michael B.	Public Health and Sports Medicine	\$90,069	\$6,000		\$2,882	\$98,951
Hughes, Kevin W.	Art & Design	\$68,217			\$2,047	\$70,264
Hulme, Amy E.	Biomedical Sciences	\$71,553			\$2,147	\$73,700
Hunter, Anne Marie B.	Public Health and Sports Medicine	\$77,139			\$2,314	\$79,453
Hutter, James B.	Schl of Hospitality and Agri Ldrs	\$79,515			\$2,385	\$81,900
Iqbal, Razib	Computer Science	\$118,958	\$6,000		\$3,749	\$128,707
Ishtiaque, Asif	Schl of Earth Enviro & Sustain	\$68,250			\$2,048	\$70,298
Jackson, Wendy R.	School-Mental Health & Behavior Sci	\$45,864	\$2,500	\$3,000	\$1,541	\$52,905
Jackson-Brown, Grace M.	Library	\$75,221			\$2,257	\$77,478
Jennings, Bryan C.	Art & Design	\$71,885			\$2,157	\$74,042
Jerin, Tasnuba	Schl of Earth Enviro & Sustain	\$70,980			\$2,129	\$73,109
Jessee, Katy J.	Merchandising and Fashion Design	\$49,350			\$1,481	\$50,831
John, Judith A.	English	\$82,552			\$2,477	\$85,029
Johnson, Richard A.	Information Tech and Cybersecurity	\$126,574			\$3,797	\$130,371
Johnson, Stacy L.	School-Mental Health & Behavior Sci	\$45,500		\$2,300	\$1,434	\$49,234
Jones, Adena D.	School-Mental Health & Behavior Sci	\$76,377			\$2,291	\$78,668
Jones, Alisha K.	School of Nursing	\$77,760			\$2,333	\$80,093
Jones, Steven P.	School-Spec Ed Ldrshp Prof Studies	\$91,331			\$2,740	\$94,071
Jordan, Linda S.	English	\$44,662			\$1,340	\$46,002
Joswick, David S.	Technology & Construction Mgmt	\$88,417			\$2,653	\$91,070
Kaatz, James B.	Political Science & Philosophy	\$69,502			\$2,085	\$71,587
Kaf, Wafaa	Communication Sciences & Disorders	\$107,302			\$3,219	\$110,521
Kageyama, Yoshimasa	Schl of Hospitality and Agri Ldrs	\$88,212			\$2,646	\$90,858
Kane, Thomas D.	School-Mental Health & Behavior Sci	\$90,530			\$2,716	\$93,246
Karanikas, Marianthe V.	English	\$68,278			\$2,048	\$70,326
Kaula, Radhika	Information Tech and Cybersecurity	\$52,792			\$1,584	\$54,376
Kaula, Rajeev	Information Tech and Cybersecurity	\$137,254			\$4,118	\$141,372
Keith, Renee S.	WP Instruction	\$77,257			\$2,318	\$79,575

Keller, Carl E.	Accounting	\$147,667		\$3,000	\$4,520	\$155,187
Kelley, Whitney M.	WP Dean of Acad Affairs Office	\$35,000			\$1,050	\$36,050
Kelly-Williams, Suzette A.	School-Teaching Learn & Develop Sci	\$60,000			\$1,800	\$61,800
Kelts, Christopher M.	Music	\$68,493			\$2,055	\$70,548
Kenny, Erin J.	Sociology & Anthropology	\$70,655			\$2,120	\$72,775
Ketter, Daniel M.	Music	\$60,399	\$5,000		\$1,962	\$67,361
Keys, Amanda M.	School-Mental Health & Behavior Sci	\$73,502			\$2,205	\$75,707
Khan, Monika Islam	Finance, Economics& Risk Management	\$84,000		\$12,900	\$2,907	\$99,807
Kilmer, Shelby J.	Mathematics	\$95,978			\$2,879	\$98,857
Kim, Jihyun	Finance, Economics& Risk Management	\$58,000			\$1,740	\$59,740
Kim, Junyoung	Kinesiology	\$71,892			\$2,157	\$74,049
King, Elizabeth K.	School-Teaching Learn & Develop Sci	\$70,655			\$2,120	\$72,775
Kirkland-Ives, Mitzi K.	Art & Design	\$73,937		5,000	\$2,368	\$81,305
Kissoon-Charles, La Toya	Biology	\$68,287	\$5,000	\$500	\$2,214	\$76,001
Kitheka, Bernard M.	Kinesiology	\$71,892			\$2,157	\$74,049
Kleeschulte, Melanie	Languages Cultures & Religions	\$50,561			\$1,517	\$52,078
Knowles, Amy E.	English	\$55,692			\$1,671	\$57,363
Koch, Philippa	Languages Cultures & Religions	\$70,810			\$2,124	\$72,934
Koerber, Robin L.	School-Teaching Learn & Develop Sci	\$52,606			\$1,578	\$54,184
Koo, Pedro G.	Languages Cultures & Religions	\$72,491			\$2,175	\$74,666
Kostic, Bogdan N.	School-Mental Health & Behavior Sci	\$68,070			\$2,042	\$70,112
Kovacs, Laszlo G.	Biology	\$98,564			\$2,957	\$101,521
Kyle, Jerri L.	Communicaton Media Journalism & Film	\$49,810		\$3,000	\$1,584	\$54,394
Kyle, Michael J.	Criminology	\$73,785	\$5,000		\$2,364	\$81,149
LaBarr, Cameron F.	Music	\$74,752		\$7,300	\$2,462	\$84,514
Lamouria, Lanya M.	English	\$77,137			\$2,314	\$79,451
LaPrade, Jennifer M.	Criminology	\$73,785	\$5,000		\$2,364	\$81,149
Lazic, Gordana	Communicaton Media Journalism & Film	\$60,287			\$1,809	\$62,096
Lee, Kewman	School-Teaching Learn & Develop Sci	\$65,031	\$5,000		\$2,101	\$72,132
Leinweber, Ashley E.	Political Science & Philosophy	\$71,861			\$2,156	\$74,017
Lewis, Darcy H.	English	\$51,000			\$1,530	\$52,530
Lewis, Kayla D.	School-Teaching Learn & Develop Sci	\$71,927			\$2,158	\$74,085
Li, LinDa	Marketing	\$139,735			\$4,192	\$143,927
Liang, Yating	Kinesiology	\$87,998			\$2,640	\$90,638

Ligon, Day B.	Biology	\$84,326		\$2,530	\$86,856
Lippe, Courtney E.	School-Teaching Learn & Develop Sci	\$47,250		\$1,418	\$48,668
Liu, Hui	Computer Science	\$123,547		\$3,706	\$127,253
Liu, Siming	Computer Science	\$114,715	\$5,000	\$3,591	\$123,306
Liu, Zongxi	Information Tech and Cybersecurity	\$128,500		\$3,855	\$132,355
Lockenvitz, Sarah	Communication Sciences & Disorders	\$75,184		\$2,256	\$77,440
Lombilla, Luis F.	Languages Cultures & Religions	\$52,136		\$1,564	\$53,700
Loughary, Jeffrey L.	Languages Cultures & Religions	\$49,039		\$1,471	\$50,510
Lowe, Abby N.	Greenwood Lab School	\$49,039		\$1,471	\$50,510
Lowenthal-Hershey, Jennifer M.	Information Tech and Cybersecurity	\$49,981		\$1,499	\$51,480
Luo, Jun	Schl of Earth Enviro & Sustain	\$79,817	\$500	\$2,410	\$82,727
Lyman, Sean M.	Art & Design	\$76,388		\$2,292	\$78,680
Mabee, Jonathan	Communicaton Media Journalism & Film	\$66,807		\$2,004	\$68,811
Macgregor, Cynthia J.	School-Mental Health & Behavior Sci	\$87,932		\$2,638	\$90,570
Madsen, Christian L.	Greenwood Lab School	\$43,500		\$1,305	\$44,805
Maher, Sean P.	Biology	\$71,293	\$500	\$2,154	\$73,947
Maimone, Luciane L.	Languages Cultures & Religions	\$66,807		\$2,004	\$68,811
Mainali, Raju	Information Tech and Cybersecurity	\$79,408		\$2,382	\$81,790
Malega, Ronald W.	Schl of Earth Enviro & Sustain	\$75,290	\$500	\$2,274	\$78,064
Mantie-Kozlowski, Alana R.	Communication Sciences & Disorders	\$92,000		\$2,760	\$94,760
Maples, Carol J.	Theatre & Dance	\$82,523		\$2,476	\$84,999
Martin, Jill R.	Greenwood Lab School	\$55,225		\$1,657	\$56,882
Martin, Judith E.	Languages Cultures & Religions	\$78,575		\$2,357	\$80,932
Martinez, Blanca J.	Languages Cultures & Religions	\$67,850		\$2,036	\$69,886
Maruf, Adnan	Computer Science	\$110,000		\$3,300	\$113,300
Masterson, Caitlin J.	McQueary College of Hlth & Hman Svs	\$66,990		\$2,010	\$69,000
Masterson, Gerald	Kinesiology	\$97,159		\$2,915	\$100,074
Masterson, Michael R.	Political Science & Philosophy	\$64,786		\$1,944	\$66,730
Mayer, Aaron A.	Theatre & Dance	\$52,500		\$1,575	\$54,075
McClain, William E.	Schl of Agri Sci and Conservation	\$80,999		\$2,430	\$83,429
McCluney, Ebony N.	Kinesiology	\$65,520		\$1,966	\$67,486
McCollom, Jason	WP Instruction	\$57,107		\$1,713	\$58,820
McEntee, Jay	Biology	\$68,161		\$2,045	\$70,206
McGee, Adam L.	Schl of Agri Sci and Conservation	\$68,161		\$2,045	\$70,206

McIntyre, Stephen L.	History	\$83,003			\$2,490	\$85,493
McKay, Matthew P.	Schl of Earth Enviro & Sustain	\$77,730		\$500	\$2,347	\$80,577
McLean, Annice H.	School-Spec Ed Ldrshp Prof Studies	\$55,200			\$1,656	\$56,856
McNamara, Vicki R.	School-Spec Ed Ldrshp Prof Studies	\$45,000			\$1,350	\$46,350
McShan, Keith I.	Kinesiology	\$62,727			\$1,882	\$64,609
McWoods, Anna M.	Biomedical Sciences	\$47,802		\$2,000	\$1,494	\$51,296
Meadows, William C.	Sociology & Anthropology	\$89,187			\$2,676	\$91,863
Mears, Perry G.	Music	\$65,000			\$1,950	\$66,950
Meek, Russell K.	Finance, Economics& Risk Management	\$58,263			\$1,748	\$60,011
Meints, Gary A.	Chemistry and Biochemistry	\$81,729		\$500	\$2,467	\$84,696
Metcalf, Holly V.	School-Spec Ed Ldrshp Prof Studies	\$57,759			\$1,733	\$59,492
Metzker, Helena P.	Chemistry and Biochemistry	\$47,032		\$500	\$1,426	\$48,958
Meyers, Sandra J.	Finance, Economics& Risk Management	\$76,440			\$2,293	\$78,733
Miao, Xin	Schl of Earth Enviro & Sustain	\$85,380	5,000	\$500	\$2,726	\$93,606
Michelfelder, Gary	Schl of Earth Enviro & Sustain	\$77,725		\$500	\$2,347	\$80,572
Mickus, Kevin L.	Schl of Earth Enviro & Sustain	\$107,325			\$3,220	\$110,545
Miles, Jacob C.	Mathematics	\$46,000			\$1,380	\$47,380
Millana, Jocelyn B.	Communicaton Media Journalism & Film	\$66,807			\$2,004	\$68,811
Miller, Carol J.	Finance, Economics& Risk Management	\$139,095			\$4,173	\$143,268
Miller, F T.	History	\$86,933			\$2,608	\$89,541
Mirza, Babur S.	Biology	\$74,332		\$500	\$2,245	\$77,077
Mitchell, David M.	Finance, Economics& Risk Management	\$108,670		\$11,900	\$3,617	\$124,187
Mitra, Mahua B.	Finance, Economics& Risk Management	\$112,748			\$3,382	\$116,130
Mitra, Saibal	Physics Astronomy & Materials Sci	\$94,878			\$2,846	\$97,724
Moreno-German, Daniel A.	Cooperative Engineering Program	\$80,262			\$2,408	\$82,670
Morgan, Michelle M.	History	\$73,984			\$2,220	\$76,204
Morris, Eric R.	Communicaton Media Journalism & Film	\$83,378			\$2,501	\$85,879
Morris, Taleyna M.	Communicaton Media Journalism & Film	\$51,443			\$1,543	\$52,986
Morrison, Martin T.	Music	\$48,650			\$1,460	\$50,110
Morrison, Sarah J.	Physics Astronomy & Materials Sci	\$69,285			\$2,079	\$71,364
Moser, Linda T.	English	\$98,979			\$2,969	\$101,948
Muchnick, Amy F.	Music	\$76,141			\$2,284	\$78,425
Murphy, Lindsey M.	School-Teaching Learn & Develop Sci	\$62,537			\$1,876	\$64,413
Murray, Michael F.	Music	\$81,124			\$2,434	\$83,558

Murray, Sarah E.	Public Health and Sports Medicine	\$66,500		\$1,995	\$68,495
Murvin, Jennifer L.	English	\$62,986		\$1,890	\$64,876
Myers, Charles E.	School-Mental Health & Behavior Sci	\$68,796	\$6,000	\$2,244	\$77,040
Naayem, Anthony D.	Finance, Economics& Risk Management	\$54,600		\$1,638	\$56,238
Naegle, J Conrad	Accounting	\$151,849		\$4,555	\$156,404
Neely, Jeremy C.	History	\$66,187	\$5,000	\$2,136	\$73,323
Neff, Carla D.	WP Allied Health Division	\$54,600		\$1,638	\$56,238
Nelson, Eric W.	History	\$93,155		\$2,795	\$95,950
Nelson, Oana	Mathematics	\$46,401		\$500	\$1,407
Nemeth, Emily M.	School of Nursing	\$68,670		\$2,060	\$70,730
Newman, Jonathan M.	English	\$66,807		\$2,004	\$68,811
Niezgoda, Robert P.	Public Health and Sports Medicine	\$63,000		\$1,890	\$64,890
Nixon, Sarah B.	School-Teaching Learn & Develop Sci	\$81,587		\$2,448	\$84,035
Norris, Joye H.	School-Spec Ed Ldrshp Prof Studies	\$131,969		\$3,959	\$135,928
Novik, Melinda G.	Public Health and Sports Medicine	\$87,531		\$2,626	\$90,157
Novotny, Daniela	Public Health and Sports Medicine	\$55,077		\$1,000	\$1,682
Obafemi-Ajayi, Tayo	Cooperative Engineering Program	\$87,917		\$500	\$2,653
Ondetti, Gabriel A.	Political Science & Philosophy	\$83,368		\$2,501	\$85,869
Ongaga, Kennedy O.	School-Spec Ed Ldrshp Prof Studies	\$76,068		\$2,282	\$78,350
Onyango, Benjamin M.	Schl of Hospitality and Agri Ldrs	\$85,813		\$2,574	\$88,387
Ott, Brian L.	Communicaton Media Journalism & Film	\$110,250	\$7,000	\$3,518	\$120,768
Oyeniyyi, Bukola	History	\$70,535		\$2,116	\$72,651
Palacios-Valladares, Indira	Political Science & Philosophy	\$71,835		\$2,155	\$73,990
Panzer, Sarah J.	History	\$71,373		\$2,141	\$73,514
Parsons, James	Music	\$99,519		\$2,986	\$102,505
Patillo, Joanna R.	WP Instruction	\$52,000		\$1,560	\$53,560
Patterson, Paula K.	Music	\$135,000		\$4,050	\$139,050
Patton, Marciann	Technology & Construction Mgmt	\$59,577		\$1,787	\$61,364
Patton, Nathaniel W.	Communicaton Media Journalism & Film	\$59,000		\$1,770	\$60,770
Pavlowsky, Robert T.	Schl of Earth Enviro & Sustain	\$109,124		\$3,274	\$112,398
Payne, Ashley N.	School-Mental Health & Behavior Sci	\$62,537		\$1,876	\$64,413
Payne, Parker J.	Music	\$50,000		\$1,500	\$51,500
Payne, Richard T.	Music	\$76,480		\$2,294	\$78,774
Pearman, Cathy J.	School-Teaching Learn & Develop Sci	\$98,727		\$2,962	\$101,689

Percival, Michael E.	Greenwood Lab School	\$50,165		\$1,505	\$51,670
Perkins, David R.	Schl of Earth Enviro & Sustain	\$72,595		\$2,178	\$74,773
Peters, Grant S.	Music	\$89,592		\$2,688	\$92,280
Pfeil, Timothy M.	Greenwood Lab School	\$47,405		\$1,422	\$48,827
Pham, Courtney T.	Marketing	\$52,385		\$1,572	\$53,957
Phelps, Quinton	Biology	\$74,535	\$500	\$2,251	\$77,286
Phillips, Gary L.	WP Instruction	\$69,778		\$2,093	\$71,871
Philpot, James D.	Finance, Economics& Risk Management	\$144,460		\$4,334	\$148,794
Piccolo, Diana L.	School-Teaching Learn & Develop Sci	\$78,620		\$2,359	\$80,979
Pickett, Kaleigh K.	School-Spec Ed Ldrshp Prof Studies	\$45,000		\$1,350	\$46,350
Pierson, Carly C.	Marketing	\$51,217		\$1,537	\$52,754
Pierson, Matthew C.	Cooperative Engineering Program	\$100,867		\$3,026	\$103,893
Pinnon, Alex D.	WP Instruction	\$50,210		\$1,506	\$51,716
Pippa, Cristina M.	RCASH	\$61,862		\$1,856	\$63,718
Pliler, Chelsea M.	School of Nursing	\$68,250		\$2,048	\$70,298
Plisco, Erin E.	Music	\$73,500	\$5,000	\$2,355	\$80,855
Poulette, Jacob C.	WP Instruction	\$56,326		\$1,690	\$58,016
Powers, Bradley K.	School-Mental Health & Behavior Sci	\$59,000		\$1,770	\$60,770
Prakash, Puneet	Finance, Economics& Risk Management	\$158,149		\$4,744	\$162,893
Pratama, Lucky A.	Technology & Construction Mgmt	\$85,000		\$2,550	\$87,550
Prescott, John S.	Music	\$98,665		\$2,960	\$101,625
Price, Debra A.	School-Teaching Learn & Develop Sci	\$50,645		\$1,519	\$52,164
Priest, Frank A.	WP Instruction	\$68,612		\$2,058	\$70,670
Pulleyking, Micki A.	Languages Cultures & Religions	\$58,165		\$1,745	\$59,910
Putzu, Vadim	Languages Cultures & Religions	\$67,086		\$2,013	\$69,099
Pybas, Kevin M.	Political Science & Philosophy	\$72,667		\$2,180	\$74,847
Qiao, Yuhua	Political Science & Philosophy	\$86,770		\$2,603	\$89,373
Qiu, Wenping	Schl of Agri Sci and Conservation	\$104,384		\$3,132	\$107,516
Qiu, Xiaomin	Schl of Earth Enviro & Sustain	\$78,451	\$500	\$2,369	\$81,320
Quinn, Nathaniel E.	School-Spec Ed Ldrshp Prof Studies	\$59,158		\$1,775	\$60,933
Ragan, Gay A.	Mathematics	\$88,718		\$2,662	\$91,380
Ramirez, Sherri A.	School of Nursing	\$68,250		\$2,048	\$70,298
Ramsey, Megan A.	Finance, Economics& Risk Management	\$150,830		\$4,525	\$155,355
Rast, Rebecca L.	Marketing	\$134,485	\$5,000	\$4,185	\$143,670

Rather, Sheila M.	WP Allied Health Division	\$52,977	\$2,500	\$1,664	\$57,141
Ravenscraft, Julia K.	Accounting	\$142,800		\$4,284	\$147,084
Raza, Muhammad H.	School-Teaching Learn & Develop Sci	\$62,537	\$5,000	\$2,026	\$69,563
Rector, Paula K.	Criminology	\$56,430		\$1,693	\$58,123
Redd, Emmett R.	Physics Astronomy & Materials Sci	\$94,495		\$2,835	\$97,330
Reed, Michael D.	Physics Astronomy & Materials Sci	\$104,260		\$3,128	\$107,388
Reid, Leslie F.	Mathematics	\$110,618		\$3,319	\$113,937
Richter, Mark M.	Chemistry and Biochemistry	\$101,915		\$3,057	\$104,972
Rico, Cyren M.	Chemistry and Biochemistry	\$72,017	\$500	\$2,176	\$74,693
Riddell, Jordan R.	Criminology	\$68,250		\$2,048	\$70,298
Rimal, Arbindra	Schl of Hospitality and Agri Ldrs	\$98,525		\$2,956	\$101,481
Roam, Kimberly J.	School-Teaching Learn & Develop Sci	\$54,030		\$1,621	\$55,651
Roberts, Hillary L.	Public Health and Sports Medicine	\$70,752		\$2,123	\$72,875
Roberts, Jenifer J.	Merchandising and Fashion Design	\$76,598		\$2,298	\$78,896
Roberts, Jenni M.	WP Allied Health Division	\$49,111		\$1,473	\$50,584
Rodrigues, Herbert	Sociology & Anthropology	\$62,244		\$1,867	\$64,111
Rodriguez de la Vega, Vanessa	Languages Cultures & Religions	\$70,746		\$2,122	\$72,868
Rogers, Lori E.	English	\$49,385		\$1,482	\$50,867
Rogers, Mark W.	Mathematics	\$94,799		\$2,844	\$97,643
Rohr, Ami D.	School of Nursing	\$70,410		\$2,112	\$72,522
Romano, David	Political Science & Philosophy	\$97,829		\$2,935	\$100,764
Romine, Devon T.	Physics Astronomy & Materials Sci	\$55,000	\$500	\$1,665	\$57,165
Rongali, Sharath	WP Instruction	\$54,496		\$1,635	\$56,131
Rost, Ann D.	Psychology	\$86,805		\$2,604	\$89,409
Rothenbaum, Nathan A.	Communication Media Journalism&Film	\$65,000		\$1,950	\$66,950
Rothschild, Philip C.	Management	\$117,842		\$3,535	\$121,377
Rovey, Charles W.	Schl of Earth Enviro & Sustain	\$90,846		\$2,725	\$93,571
Russell, Avery L.	Biology	\$68,161		\$2,045	\$70,206
Russell, Brandon S.	Theatre & Dance	\$50,925		\$1,528	\$52,453
Russell, Dasha L.	WP Instruction	\$50,803		\$1,524	\$52,327
Russell, Regina M.	School-Mental Health & Behavior Sci	\$65,401		\$1,962	\$67,363
Sabo, Karen A.	Theatre & Dance	\$63,000		\$1,890	\$64,890
Sabz, Azadeh	Management	\$126,000		\$3,780	\$129,780
Sailors, Pamela R.	Political Science & Philosophy	\$118,337		\$3,550	\$121,887

Sakidja, Ridwan	Physics Astronomy & Materials Sci	\$93,686		\$2,811	\$96,497
Sandel, William L.	Criminology	\$73,785	\$5,000	\$2,364	\$81,149
Santra, Santimukul	Chemistry and Biochemistry	\$90,000		\$2,700	\$92,700
Saquer, Jamil M.	Computer Science	\$123,232		\$3,697	\$126,929
Sauer, Aaron D.	Technology & Construction Mgmt	\$105,008		\$3,150	\$108,158
Saxon, Caryn E.	Criminology	\$54,499		\$1,635	\$56,134
Schaefer, Weirong Y.	Languages Cultures & Religions	\$52,455		\$1,574	\$54,029
Schick, G A.	Chemistry and Biochemistry	\$117,386		\$3,522	\$120,908
Schmalzbauer, John A.	Languages Cultures & Religions	\$100,344		\$3,010	\$103,354
Schoeben, Melissa A.	Biology	\$44,541	\$500	\$1,351	\$46,392
Schotthofer, Melissa J.	School-Teaching Learn & Develop Sci	\$57,060		\$1,712	\$58,772
Scott, Keely E.	English	\$51,000		\$1,530	\$52,530
Scott, Patrick G.	Political Science & Philosophy	\$94,868		\$2,846	\$97,714
Scott, Vicky L.	Music	\$50,291		\$1,509	\$51,800
Scroggins, Wesley A.	Management	\$127,536		\$3,826	\$131,362
Seawright, Leslie E.	English	\$67,181		\$2,015	\$69,196
Seay, Travis L.	History	\$64,786		\$1,944	\$66,730
Sedaghat-Herati, Reza	Chemistry and Biochemistry	\$101,850		\$3,056	\$104,906
Sells, Patrick R.	Information Tech and Cybersecurity	\$50,518		\$1,516	\$52,034
Senger, Steven	Mathematics	\$51,105	\$500	\$1,548	\$53,153
Seo, Jin A.	Art & Design	\$65,649		\$1,969	\$67,618
Sexton, Randall S.	Information Tech and Cybersecurity	\$138,107		\$4,143	\$142,250
Shade, Maria L.	School of Nursing	\$72,417		\$2,173	\$74,590
Shah, Kishor	Mathematics	\$99,275		\$2,978	\$102,253
Shain, Ralph E.	Political Science & Philosophy	\$68,609		\$2,058	\$70,667
Shand-Hawkins, Carolyn H.	Mathematics	\$45,870		\$1,376	\$47,246
Shao, Feibo	Management	\$134,485	\$5,000	\$4,185	\$143,670
Shepard, Jason A.	Sociology & Anthropology	\$51,138		\$1,534	\$52,672
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$75,905		\$2,277	\$78,182
Shirley, Corinne E.	Languages Cultures & Religions	\$52,136		\$1,564	\$53,700
Siebert, Matthew R.	Chemistry and Biochemistry	\$74,175	\$500	\$2,240	\$76,915
Simmers, Christina S.	Marketing	\$142,416		\$4,272	\$146,688
Singh, Yasmine	Languages Cultures & Religions	\$60,900		\$1,827	\$62,727
Skiba, Jenifer	Marketing	\$139,735		\$4,192	\$143,927

Slavych, Bonnie K.	Communication Sciences & Disorders	\$66,675		\$2,000	\$68,675
Smith, Brenda M.	WP Instruction	\$63,670		\$1,910	\$65,581
Smith, Cody R.	Kinesiology	\$63,336		\$1,900	\$65,236
Smith, Diane L.	School of Nursing	\$76,034		\$2,281	\$78,315
Smith, Lloyd A.	Computer Science	\$126,420		\$3,793	\$130,213
Smith, Ryan A.	History	\$44,000		\$1,320	\$45,320
Sobel, Elizabeth A.	Sociology & Anthropology	\$83,939		\$2,518	\$86,457
Sottile, James	School-Spec Ed Ldrshp Prof Studies	\$94,695		\$2,841	\$97,536
Speer, Jason A.	Information Tech and Cybersecurity	\$59,538		\$1,786	\$61,324
Stafford, Gary L.	Mathematics	\$50,630		\$500	\$51,130
Stanbrough, CaSandra L.	Psychology	\$62,714	\$5,000	\$2,031	\$69,745
Stanton, Rhonda J.	English	\$70,535		\$2,116	\$72,651
Steiger, Julie B.	School-Teaching Learn & Develop Sci	\$47,250		\$1,418	\$48,668
Steinle, Erich D.	Chemistry and Biochemistry	\$73,073		\$500	\$75,573
Steiro, Dustin R.	Technology & Construction Mgmt	\$84,000		\$2,520	\$86,520
Stevens, Darcy W.	Music	\$53,567		\$1,607	\$55,174
Storochuk, Allison M.	Music	\$80,084		\$2,403	\$82,487
StoutHart, Kristen A.	Communicaton Media Journalism & Film	\$47,250		\$1,418	\$48,668
Strong, Jennifer L.	WP Allied Health Division	\$49,000		\$1,470	\$50,470
Strong, John T.	Languages Cultures & Religions	\$86,050		\$2,582	\$88,632
Stroud, Rachel B.	Biomedical Sciences	\$44,625		\$1,339	\$45,964
Stulce, Tara J.	Public Health and Sports Medicine	\$53,504		\$1,500	\$56,004
Su, Wei-Han	Music	\$76,298		\$2,289	\$78,587
Su, Yingcai	Mathematics	\$99,667		\$2,990	\$102,657
Sudbrock, Christine E.	Schl of Hospitality and Agri Ldrs	\$67,036		\$2,011	\$69,047
Suggs, Hannah L.	WP Instruction	\$35,000		\$1,050	\$36,050
Sullivan, Patrick	Mathematics	\$75,434		\$500	\$78,934
Sun, Linda R.	Mathematics	\$34,631		\$500	\$36,131
Sun, Xiaoning	School-Spec Ed Ldrshp Prof Studies	\$55,000		\$1,650	\$56,650
Sun, Xingping	Mathematics	\$107,290		\$3,219	\$110,509
Suttmoeller, Michael	Criminology	\$81,618		\$2,449	\$84,067
Swan, Karrie L.	School-Mental Health & Behavior Sci	\$70,980	\$6,000	\$2,309	\$79,289
Swearingen, Rebecca	School-Teaching Learn & Develop Sci	\$89,314		\$2,679	\$91,993
Tapis, Gregory	Accounting	\$157,099		\$4,713	\$161,812

Tapis, Kanu Priya	Management	\$134,485	\$5,000	\$4,185	\$143,670
Tarbox, Judy D.	English	\$49,039	\$2,500	\$1,546	\$53,085
Tassin, Kerri L.	Accounting	\$147,290		\$4,419	\$151,709
Tate, Krista J.	School-Spec Ed Ldrshp Prof Studies	\$47,250		\$1,418	\$48,668
Taula, Lori A.	School of Nursing	\$69,500		\$2,085	\$71,585
Taylor, Darren S.	Greenwood Lab School	\$52,999		\$1,590	\$54,589
Telting, Diderika M.	Communication Sciences & Disorders	\$76,986		\$2,310	\$79,296
Templeman, Maureen E.	Sociology & Anthropology	\$60,060		\$1,802	\$61,862
Templer Rodrigues, Abby I.	Sociology & Anthropology	\$65,031	\$5,000	\$2,101	\$72,132
Thakur, Rajiv R.	WP Instruction	\$69,933		\$2,098	\$72,031
Thambusamy, Ravi	Information Tech and Cybersecurity	\$140,273	\$5,000	\$4,358	\$149,631
Thomas, Suneeta	English	\$66,807		\$2,004	\$68,811
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$80,553		\$2,417	\$82,970
Thompson, Chris A.	Music	\$80,389		\$2,412	\$82,801
Thompson, Kip R.	Public Health and Sports Medicine	\$72,438		\$2,173	\$74,611
Thornton, Kristen E.	Accounting	\$54,600		\$1,638	\$56,238
Tinkler, Alan S.	English	\$70,410		\$2,112	\$72,522
Tinsley, Tonia E.	Languages Cultures & Religions	\$70,910		\$2,127	\$73,037
Tipton, Sara L.	School-Teaching Learn & Develop Sci	\$61,867		\$1,856	\$63,723
Tjaden, Samantha L.	Criminology	\$68,250		\$2,048	\$70,298
Tomerlin, Mary P.	College of Business	\$60,000		\$1,800	\$61,800
Towell, Jay	WP Instruction	\$59,298		\$1,779	\$61,077
Tracy, Matthew R.	Music	\$70,000		\$2,100	\$72,100
Trick, Abel J.	WP Instruction	\$61,952		\$1,859	\$63,811
Troche, Julia D.	History	\$71,373		\$2,141	\$73,514
Turner, John R.	English	\$54,432		\$1,633	\$56,065
Turner, Jon S.	School-Spec Ed Ldrshp Prof Studies	\$73,097		\$2,193	\$75,290
Twibell, Andrew D.	Communicaton Media Journalism & Film	\$68,385		\$2,052	\$70,437
Ulbricht, Randi J.	Biomedical Sciences	\$65,031	\$5,000	\$2,101	\$72,132
Uribe-Zarain, Ximena	School-Spec Ed Ldrshp Prof Studies	\$43,156		\$1,295	\$44,451
Van Landuyt, Cathryn A.	Information Tech and Cybersecurity	\$52,171		\$1,565	\$53,736
Van Ornum, Kimberly J.	Mathematics	\$50,706		\$500	\$1,536
Vu, Duat	Art & Design	\$68,562		\$2,057	\$70,619
Wait, D A.	Biology	\$93,327		\$2,800	\$96,127

Walker, Alicia M.	Sociology & Anthropology	\$70,372		\$2,111	\$72,483
Walker, Elizabeth L.	Schl of Agri Sci and Conservation	\$86,162		\$2,585	\$88,747
Walker-Pacheco, Suzanne E.	Sociology & Anthropology	\$84,134		\$2,524	\$86,658
Wallace, J D.	Languages Cultures & Religions	\$46,000		\$1,380	\$47,380
Walstrand, Gwen D.	Art & Design	\$82,072		\$2,462	\$84,534
Walters, Heather L.	Communicaton Media Journalism & Film	\$51,674		\$1,550	\$53,224
Walton, Misty L.	WP Allied Health Division	\$52,000		\$1,560	\$53,560
Wang, Fei	Chemistry and Biochemistry	\$71,927	\$500	\$2,173	\$74,600
Wang, Jianjie	Biomedical Sciences	\$43,079		\$1,292	\$44,371
Wang, Weiyan	RCASH	\$70,533		\$2,116	\$72,649
Ward, V J.	School-Teaching Learn & Develop Sci	\$56,259		\$1,688	\$57,947
Watson, Margaret K.	Sociology & Anthropology	\$52,711		\$1,581	\$54,292
Weaver, Margaret E.	English	\$85,305		\$2,559	\$87,864
Webb, Gary W.	Schl of Agri Sci and Conservation	\$92,724		\$2,782	\$95,505
Wehrman, Erin C.	Communicaton Media Journalism & Film	\$65,649		\$1,969	\$67,618
West, Nicole M.	School-Spec Ed Ldrshp Prof Studies	\$72,381		\$2,171	\$74,552
Wheeler, Benjamin	WP Instruction	\$60,331		\$1,810	\$62,141
Whipple, Tanya L.	School-Mental Health & Behavior Sci	\$56,007	\$3,000	\$1,770	\$60,777
Whisenhunt, Brooke L.	School-Mental Health & Behavior Sci	\$91,395		\$2,742	\$94,137
White, David J.	WP Instruction	\$70,062		\$2,102	\$72,164
White, Timothy R.	Communicaton Media Journalism & Film	\$71,406		\$2,142	\$73,548
White, Wajeana G.	Schl of Hospitality and Agri Ldrs	\$55,736	\$2,500	\$1,747	\$59,983
Wickham, Cameron G.	Mathematics	\$98,188		\$2,946	\$101,134
Wiechert, Raegan N.	Library	\$50,672		\$1,520	\$52,192
Wieczerszewska, Aleksandra A.	Art & Design	\$49,468		\$1,484	\$50,952
Wiggin, Sarah J.	Theatre & Dance	\$75,002		\$2,250	\$77,252
Wilcoxon, Sarah	Theatre & Dance	\$70,164		\$2,105	\$72,269
Williams, Sarah K.	Art & Design	\$75,671		\$2,270	\$77,941
Willis, Steven C.	Art & Design	\$82,237		\$2,467	\$84,704
Wilson, Daniel J.	Kinesiology	\$87,738		\$2,632	\$90,370
Winstead, Cynthia J.	Theatre & Dance	\$84,050		\$2,522	\$86,572
Witkowski, Colette M.	Biomedical Sciences	\$99,628		\$2,989	\$102,617
Witte, Hugh D.	Finance, Economics& Risk Management	\$152,641		\$4,579	\$157,220
Wolf, Sara S.	Counseling Center	\$41,948		\$1,258	\$43,206

Wommack, Matthew C.	Schl of Agri Sci and Conservation	\$65,000			\$1,950	\$66,950
Wood, Gina M.	School-Teaching Learn & Develop Sci	\$55,479			\$1,664	\$57,143
Woodard, Rebecca J.	Kinesiology	\$90,031			\$2,701	\$92,732
Wooden, Shannon R.	English	\$77,036			\$2,311	\$79,347
Worman, Frederick S.	Sociology & Anthropology	\$71,631			\$2,149	\$73,780
Wright, Christine J.	School-Teaching Learn & Develop Sci	\$65,031	\$5,000		\$2,101	\$72,132
Wright, Matthew E.	Mathematics	\$74,425		\$500	\$2,248	\$77,173
Wulff-Risner, Linda J.	WP Instruction	\$69,983			\$2,099	\$72,082
Xie, Xiuye	Kinesiology	\$64,112	\$5,000		\$2,073	\$71,185
Yadon, Carly A.	School-Mental Health & Behavior Sci	\$70,716	\$6,000		\$2,301	\$79,017
Yang, Haiying	Marketing	\$130,200			\$3,906	\$134,106
Yang, Zhiguo	Information Tech and Cybersecurity	\$142,772			\$4,283	\$147,055
Yarckow-Brown, Ivy V.	Criminology	\$54,649			\$1,639	\$56,288
Yoes, Tammy M.	School of Nursing	\$70,186			\$2,106	\$72,292
Yoshimatsu, Keiichi	Chemistry and Biochemistry	\$73,108		\$500	\$2,208	\$75,816
Young, Joshua P.	Theatre & Dance	\$85,000			\$2,550	\$87,550
Yu, Lu	Management	\$133,224			\$3,997	\$137,221
Yun, Gawon	Marketing	\$132,834			\$3,985	\$136,819
Zhang, Ying J.	Finance, Economics& Risk Management	\$146,341			\$4,390	\$150,731
Zheng, Songfeng	Mathematics	\$86,553		\$500	\$2,612	\$89,665
Zheng, Xibei	Finance, Economics& Risk Management	\$144,375			\$4,331	\$148,706
Zhou, Fan	Mathematics	\$48,401	\$2,500	\$500	\$1,542	\$52,943
Zimmerman, David M.	School-Mental Health & Behavior Sci	\$66,876			\$2,006	\$68,882
Zimmerman, Scott D.	Biomedical Sciences	\$82,929			\$2,488	\$85,417

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

III.C.5.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1758-24
Approval of FY25 additional fringe benefits
to be funded by Missouri State University

BE IT RESOLVED that the University provides the following fringe benefits to its employees as funded directly by the University (Exhibit A), which fringe benefits the Board finds to be comparable to those provided by similar institutions.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

These benefits are for the fiscal year 2024-2025 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

EXHIBIT A (Benefits Funded by the University)

West Plains Campus – Shared Membership

Ms. Rachel Peterson Director of Development and Annual Giving-WP	West Plains Country Club (Restaurant use only)
Mr. Dakota Bates Associate Vice-Chancellor for University Communications-WP	West Plains Country Club (Restaurant use only)
Dr. Dennis Lancaster Chancellor-WP	West Plains Country Club (Restaurant use only)
Dr. Angela Totty Vice-Chancellor for Student Services-WP	West Plains Country Club (Restaurant use only)
Mr. David Young Associate Vice-Chancellor for Information Technology-WP	West Plains Country Club (Restaurant use only)
Mr. Crockett Oaks Associate Vice-Chancellor for Business Support Services-WP	West Plains Country Club (Restaurant use only)
Ms. Patricia Figueiredo Head Women's Volleyball Coach-WP	West Plains Country Club (Restaurant use only)
Mr. Jared Phay Head Men's Basketball Coach-WP	West Plains Country Club (Restaurant use only)
Dr. Michael Orf Vice-Chancellor for Academic Affairs	West Plains Country Club (Restaurant use only)
Ms. Keri Elrod Associate Vice Chancellor for Athletics & Community Engagement	West Plains Country Club (Restaurant use only)
Mr. Kadem Tharp Head Basketball Coach-Baseball-WP	West Plains Country Club (Restaurant use only)
Mr. Matt Hughes Head Basketball Coach-Rodeo-WP	West Plains Country Club (Restaurant use only)

III.C.6.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1759-24

Approval of FY25 additional fringe benefits
to be funded by the Missouri State University
Foundation

WHEREAS, the Missouri State University Foundation exists to assist and support Missouri State University in a variety of ways that are in the best interests of the institution; and

WHEREAS, the Foundation has provided funding for certain fringe benefits for University employees which would be difficult for the University to fund without the assistance of the Foundation.

THEREFORE, BE IT RESOLVED that the Board of Governors approves the fringe benefits as set forth in the attached Exhibit A for the University employees (for Fiscal Year 2025) which fringe benefits the Board of Governors finds to further support the public purposes of the University; and

BE IT FURTHER RESOLVED that the University provides the following fringe benefits to its employees as approved and provided by the Missouri State University Foundation, based on funding and/or reimbursement to the University from the Foundation (Exhibit A), which fringe benefits the Board further finds to be comparable to that provided by similar institutions.

Lynn Parman
Board Chair

Passed at meeting of June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

These benefits are for fiscal year 2024-2025 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

EXHIBIT A (Benefits Funded by the MSU Foundation)

Dr. Richard Williams
President

Travel Expense for spouse when accompanying the
President on University business

III.C.7.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 478-24

Approval of Amendments and Changes to
the Memorandum of Agreement between
Missouri State University and Teamsters
Local Union No. 245

WHEREAS, the University entered into a Memorandum of Agreement (“Existing MOA”) with Teamsters Local Union No. 245 on or about December 13, 2019, for a term running through June 30, 2021;

WHEREAS, the parties have continued to operate under the terms and conditions of the Existing MOA from July 1, 2021 to present under the holdover provision of Section 41 of the Existing MOA;

WHEREAS, during the holdover period, the parties have participated in several Meet and Confer sessions in order to negotiate the terms and conditions of a new Memorandum of Agreement (“Proposed MOA”);

WHEREAS, Administration recommends approval of the Proposed MOA by the Board of Governors.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the President and the Vice President for Administration and Finance are hereby authorized to sign on behalf of the University, the Memorandum of Agreement between the University and the Teamsters Local Union, No. 245, as attached hereto.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS: The Teamsters Local Union No. 245 (“Teamsters”) represents certain of the University’s employees, namely, Building Safety Specialist, Campus Safety Specialist, Campus Safety Specialist Lead, Dispatch Specialist, Dispatch Specialist Lead, and Safety and Transportation Technician. The University and the Teamsters have been operating under a Memorandum of Agreement (“Existing MOA”) that was effective December 13, 2019 through June 30, 2021. Since July 1, 2021, the parties have continued to operate under the terms and conditions of the Existing MOA, as permitted via the holdover language within Section 41 of the Existing MOA.

Several Meet and Confer sessions between the Teamsters and the University have been held over a several-month period in an effort to reach a new agreement. These sessions have resulted in the proposed changes to the terms of the Existing MOA. A short description of the changes is specifically set forth below. The term of the new proposed Memorandum of Agreement would be from 12:01 a.m. July 1, 2024 to June 30, 2027.

Proposed changes include the following:

Article 5. PROBATIONARY PERIOD

- Updated language to allow probationary employees the ability to bid on posted vacancies with the approval from the Director of Human Resources.

Article 9. NON-DISCRIMINATION POLICY

- Updated to reflect current university policy and procedure.

Article 13. SENIORITY

- Updated to rotate mandatory overtime.
- Updated the frequency of the University providing the seniority information to the Union.

Article 18. PERFORMING WORK OUTSIDE OF CLASSIFICATION

- Incorporated language to clarify how work outside of classification is calculated.

Article 19. LUNCH AND REST BREAKS

- Added clarification that the thirty (30) minute lunch period for Campus Safety and Dispatch personnel is paid since staff must remain available to respond to calls.
- Added language that the Transportation Services unit employees are provided an unpaid lunch period.

Article 26. VACATION LEAVE

- Updated to reflect current university policy, which accelerates the vacation accrual periods.

Article 27. HOLIDAYS

- Updated to reflect current university policy by adding Juneteenth as a recognized holiday.

Article 32. BEREAVEMENT LEAVE

- Updated to reflect current university policy by changing the title from “Funeral Leave” to “Bereavement Leave” and expanding coverage of the leave.

Article 35. UNIFORMS

- Updated the uniform requirements by adding a reimbursement of up to \$100.00 per fiscal year for footwear meeting safety requirements for Campus Safety Specialists and Campus Safety Specialist Leads.

Article 39. SAFETY

- Updated where the University determines whether protective vests are required for Campus Safety employees.

Article 40. TRAINING AND CERTIFICATION

- Updated the supplemental pay from \$50.00 per month to \$75.00 per month when bicycle patrol minimums are met.

Article 40. TERM

- Term of contract changed.
- Made appropriate adjustments to the Table of Contents, Index, and Titles.

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 534-24
Approval of Procurement Activity Report

BE IT RESOLVED by the Board of Governors for Missouri State University that the attached Activity Report for all reportable actions since the last Board of Governors' meeting, as presented by the Office of Procurement Services, be approved.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from April 30, 2024, through June 11, 2024, be approved.

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

FOR APPROVAL

Single Feasible Source > \$250,000

On-Line Training Courses **\$262,080.00**
Computer Services

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, recommend a three-year renewal of LinkedIn Learning to continue to provide the online course access for all faculty, staff, and students.

Term	Expenditure
Extension, Three Years	
Year One	\$ 87,360.00
Year Two	\$ 87,360.00
Year Three	\$ 87,360.00
Total Extension	\$262,080.00

LinkedIn Learning provides high-value learning opportunities by offering thousands of courses in seven languages. The online courses include technical training for software like the Microsoft 365 suite of products, artificial intelligence tools, programming skills, and project management.

It also includes employee development training through leadership, diversity, and supervisory courses. The content is constantly updated based on in-demand skills data. Custom course content can also be delivered through the LinkedIn Learning platform.

The University has partnered with LinkedIn Learning since 2020. Since that time, more than 14,000 videos and over 2,900 courses have been viewed. Human Resources continues to promote this as a resource for employees and is very supportive on continuing the LinkedIn Learning service.

Note: Funding to be from Information Systems operational budget A02000 097202 73422 063.

April 30, 2024 through June 11, 2024

**ACTIVITY REPORT
PAGE TWO**

Contract for the purchase of goods and services estimated > \$250,000.00

Periodicals Class S2 European Origin Meyer Library	\$367,074.95 (Estimated)
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Recommend award of solicitation to the incumbent Otto Harrassowitz for the purchase of Periodicals – Class S2 European Origin.

Contract C8270-1 Periodicals is to be July 1, 2024, through June 30, 2025, with six one-year renewal options.

Prices and mailing services for the new contract will remain the same as during the original contract period.

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

Note: Funding to be from the ongoing operational budgets, subject to Board approval.

Single Feasible Source > \$250,000

Student Data/Names for Recruitment, Funnel Analysis/Consulting Office of Admissions	\$468,000.00 (Estimated Four Years)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University's Office of Admissions is seeking approval for a four-year contract with Encoura for pre-scored student data, propriety enrollment funnel analysis, and consulting services. The agreement would be from July 1, 2024, to June 30, 2028, replacing an expiring agreement from February 2020. Average cost per year is \$117,000.00.

Encoura holds data, including name, address, e-mail, high school, and parents/guardians, and provides access to nearly 8,000,000 high school student profiles. It is the only provider of data for students who take the ACT test, complete the National Research Center for College and University (NRCCUA) survey or create a profile on the Encourage college planning platform. To access this data, the University must purchase through Encoura.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE THREE

In addition, Encoura will apply a predictive score to each student record based by using the past three years of the University's own enrollment data. Encoura has access to hundreds of data points per student for an in-depth analysis of common characteristics that would flag a particular student as more likely to enroll, which supports making budgetary decisions by only accessing records with a higher likelihood to enroll.

The University contract allows for obtaining 150,000 scored student records annually, which are entered into the University system for e-mail campaigns, print mailings, targeted digital advertising, and other outreach activities. Encoura's data and services have been imperative to the University's enrollment growth and success over the last two years, and it is in the University's best interest to enter into another Encoura partnership.

Note: Funding from the Enrollment Management and Services operational budget.

Contract for the purchase of goods and services estimated > \$250,000

Periodicals – S1 Domestic Origin/Serials Subscription Renewals Meyer Library	\$790,976.24 (Estimated)
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Recommend award of solicitation to the incumbent, Otto Harrassowitz, for the purchase of (1) Periodicals – Class S1 Domestic Origin, and (2) Periodicals – Serials Subscription Renewals.

Contract C8269-1 Periodicals is to be July 1, 2024 through June 30, 2025, with six one-year renewal options.

Prices and mailing services for the new contract will remain the same as during the original contract period.

Description	Annual Fee
Class S1 Domestic Origin	\$437,921.39
Periodicals for Serials Subscription Renewals	\$353,054.85
Total	\$790,976.24

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

Note: Funding to be from ongoing operational budgets.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE FOUR

Single purchase > \$250,000 from established cooperative contract

Microsoft Campus Agreement All Campus Locations	\$1,650,000.00 (Three Years)
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Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to continue utilizing The National Association of State Procurement Officials (NASPO) Cooperative Contract Missouri NASPO Software Var ADSP016-138244, with Insight Public Sector, to administer the Microsoft Campus and School Agreement (CASA), and extend the current Enrollment for Education Solutions (EES) agreement that is expiring on August 31, 2024.

The EES agreement provides the following software and services for all employees at the Springfield, West Plains, Mountain Grove, and China campuses: Microsoft Office 365 cloud services, Microsoft Enterprise Mobility + Security Suite, Microsoft Windows operating system for institutionally owned devices, and Microsoft 365 Apps desktop software and client access licenses.

Included are advanced security tools needed to adapt to the evolving cybersecurity threat landscape that provide a greater emphasis on distance learning and remote work, including endpoint detection and response (Microsoft Defender for Endpoint), a cloud access security broker, and advanced malware and phishing protection, and a suite of information protection and governance tools including eDiscovery and audit. By licensing these products for all employees that use the products, the University receives the corresponding subscription licenses for students at no additional charge.

Contract terms include a three-year period that would begin on September 1, 2024 and end on August 31, 2027. The University would pay for one year at a time.

Year	Term	Amount
One	09.01.24 – 08.31.25	\$ 550,000.00
Two	09.01.25 – 08.31.26	\$ 550,000.00
Three	09.01.26 – 08.31.27	\$ 550,000.00
Total		\$1,650,000.00

April 30, 2024 through June 11, 2024

**ACTIVITY REPORT
PAGE FIVE**

Subject to continuing need and ongoing satisfactory performance, renewals will be made on an annual basis.

Note: Funding for Year One to be from the FY25 operational budget.

Single Purchase > \$250,000 that was competitively bid

**Pharmacy Benefit Management (PBM) Services
Human Resources**

Funded Claims

The University's Employee Group Medical Plan is self-insured. Pharmacy Benefit Management (PBM) Services are currently provided through Elixir/MedImpact Healthcare Systems, Incorporated, as specified in an agreement to expire December 31, 2024. Prescription drug benefits are provided to participants of the University's group medical plan.

In response to a competitive Request for Proposal (RFP), six initial responses were received. A subsequent Best and Final Offer (BAFO) process resulted in improved proposals from four of the respondents.

Respondents repriced prescription claims utilizing a 2023 claims sample. The Elixir/MedImpact Healthcare Systems, Incorporated BAFO traditional model proposal provided the lowest and best value, resulting in a \$1,839,885.00 or 31.80% improvement compared to current in-force pricing, based on the claims sample repriced.

Recommend acceptance of the traditional model offering, submitted by the incumbent PBM, Elixir/MedImpact Healthcare Systems, Incorporated for pharmacy benefits management services for the University for the period of January 1, 2025 through December 31, 2027, with four University optional one-year renewals. This recommendation results in improved financial terms and contract terms that will minimize member disruption.

Subject to continuing need and ongoing satisfactory performance, renewals will be made on an annual basis.

Note: Funding to be from ongoing operational budgets.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE SIX

Single Purchase > \$250,000 that was competitively bid

**Self-Insured Preferred Provider Organization Network Access Funded Claims
Human Resources**

The University's Employee Group Medical Plan is self-insured. Preferred Provider Organization (PPO) Network Access is currently provided through an exclusive contract with Mercy Network, LLC (Mercy), which is to expire on December 31, 2024.

In response to a competitive Request for Proposal (RFP) and subsequent Best and Final Offer (BAFO) process, submittals were received from CoxHealth and Mercy Network, LLC.

RFP respondents were requested to provide three contracting options (1) Exclusive, (2) Employee Choice and (3) Open Access. Offerors repriced claims for each requested option utilizing a two-year 2022 and 2023 claims sample. Based on initial results, a BAFO process was initiated, where only the exclusive contract option was requested. The BAFO process resulted in improved terms from both respondents when compared to their initial offers.

The Mercy exclusive proposal provided the lowest and best value, resulting in a \$304,348.00 improvement from their initial offer to \$420,248.00 below current in-force pricing based on the two-year claims sample repriced, or \$210,124.00 annualized savings.

In addition, the Mercy proposal included the Sports Medicine Program, which is currently a stand-alone agreement with Mercy, as a core value-added service. Based on FY 2023 sports medicine payments, the approximate value of this offering is \$614,977.00. Other value-added programs included with the offer are care management, wellness, and an employee assistance program.

Recommend contract award to Mercy to provide self-insured Preferred Provider Organization (PPO) network access services, to include the Sports Medicine Program as a value-added service, for the period of January 1, 2025 through December 31, 2027, with four University optional one-year renewals.

Subject to continuing need and ongoing satisfactory performance, renewals will be made on an annual basis.

Note: Funding to be from employee insurance premiums and ongoing operational budgets.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE SEVEN

FOR INFORMATIONAL PURPOSES ONLY

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

Electrical Material Purchase	\$126,000.00
Blunt Hall to Kemper Hall Medium Voltage Feeder Replacement	(Estimated)

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University requests approval to utilize a cooperative contract by OMNIA Partners Public Sector. Material procured will be utilized through the University utility tunnel from Blunt Hall to Kemper Hall.

Facilities Management is seeking to replace the medium voltage feeder that runs in the utility tunnel from Blunt Hall to Kemper Hall. This work benefits the campus-wide electrical distribution system as well as the Kemper Hall addition project. As such, the decision was made to split the cost of this work between Kemper's additional funding and the E & G Maintenance and Repair budget. The most efficient way to accomplish this budget split is to have the E & G Maintenance and Repair budget pay for the materials and the Kemper addition project pay for the labor. As a result, materials are to be purchased through Central Stores in Facilities Management.

The purchase includes a 15KV cable, aluminum conduit, fittings, couplings, and hangers. Material will be installed in the utility tunnel from Blunt Hall to Kemper Hall to replace the existing aging medium voltage feeder. The feeder is part of the campus-wide medium voltage distribution system and provides electricity to Kemper Hall.

Note: Funding to be from ongoing operational budget A02000 302019 76103 073.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE EIGHT

Single Feasible Source > \$100,000 that was competitively bid

Equipment – Rodeo Arena **\$145,271.15**
West Plains Wulff-Risner Agriculture Science Center

In response to a request for quotations, three responses were received for the ordering of rodeo arena equipment for the new rodeo program through the University School of Agriculture in West Plains.

Quotations were received utilizing Priefert Manufacturing, which utilizes steel and quadraform tubing construction, and WW Systems, which produces products with galvanized metal.

The arena is to be provided by Priefert Manufacturing through Hirsch Feed and Farm Supply as the only area parts and installation supplier. Priefert is one of the world's largest farm, ranch, and rodeo equipment manufacturers, with products respected for their durability and superior quality material. Leveraging extensive manufacturing expertise, the steel products are produced with precise specifications, lengths, and tolerances.

Funds for the arena will be paid for by the University, and funding will be reimbursed by a single donor over five years. Construction and installation of the arena are to begin upon receipt of the order.

Note: Funding to be from the West Plains Chancellor's capital equipment budget A92000 042001 75001 061.

Single Feasible Source > \$100,000

Software for Course Evaluations and Surveys **\$170,554.66**
Office of the Provost **(Five-Year Agreement)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the Office of the Provost, has requested a five-year contract of Course Evaluations and Surveys by Watermark software in the total amount of \$170,554.66.

The Watermark Course Evaluations and Surveys module provides the University with a tool to drive systematic planning and outcomes assessment and help with report writing and the continuous improvement processes.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE NINE

Watermark’s Course Evaluations and Surveys allow agreements of its software in increments of three or five years only. The University has chosen to implement five-year agreements.

As the manufacturer and distributor, Watermark is the sole source provider of the software and support services for Course Evaluations and Surveys by Watermark.

Note: Funding to be from the Office of the Provost.

Single Feasible Source > \$100,000

Federal Government Relations Consulting Services Office of the President	\$180,000.00 (One Year)
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Pursuant to University policy that allows for single feasible source purchases in certain circumstances, a one-year agreement has been issued to Husch Blackwell Strategies, LLC, (HBS) as a single feasible source for the University’s existing federal government relations consulting agreement. The agreement runs from July 1, 2024, to June 30, 2025, and is an extension of the agreement entered into by the University and HBS in May 2021, in which HBS agreed to provide 13 months of federal government relations consulting services, and which allowed for up to four one-year extensions. This is the third such extension.

Missouri State University alumnus Gregg Hartley leads the HBS team, which works closely with Jordan Bernstein of Cassidy & Associates to provide federal governmental relations consulting services. Their assistance has allowed the University to successfully advocate for significant federal financial support, develop relationships with legislators and executive branch staff, elevate the University’s profile at the national level, and understand/impact federal regulatory issues.

Therefore, it is in the University’s best interest to extend the HBS agreement for the provision of federal government relations consulting services.

Subject to need and continued satisfactory performance, the agreement may be extended on an ongoing basis.

Note: Funding to be from ongoing operational budgets.

April 30, 2024 through June 11, 2024

ACTIVITY REPORT
PAGE TEN

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

Core Network Equipment	\$215,000.00
Networking and Telecommunications	(Estimated)

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

Juniper network hardware, maintenance services, and licenses for network switches is to be obtained to replace aging core network equipment. Equipment is to be used to connect all buildings on the Springfield campus to the University network and will be placed in the new Cheek Hall Blair Shannon data centers.

Note: Funding to be from Telecommunication Services Networking and Telecommunications Supplies - Computer General Administration and Logistical Services D02008 062048 73204 063.

April 30, 2024 through June 11, 2024

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 479-24

Approval of Rental Rates for Space in the
Kenneth E. Meyer Alumni Center
(Springfield campus) for Various
Departments and University Related Offices

BE IT RESOLVED by the Board of Governors for Missouri State University that 43,832 square feet be rented at a price of \$11.00 per square foot for various University departments and offices in the Kenneth E. Meyer Alumni Center on the Springfield campus; and

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2024-2025 lease for the Meyer Alumni Center be formally approved via this resolution at the \$11.00 per square foot rental rate for the combined space of 43,832 square feet of space; and

THEREFORE, BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his designee be hereby authorized to initiate and sign a lease agreement for July 1, 2024 - June 30, 2025 with the Executive Director of the Missouri State University Foundation.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Kenneth E. Meyer Alumni Center, Springfield campus

Offices of University Advancement: 27,011 sq. ft.
Alumni Relations/Donor Relations/Athletics Development/
Development/University Advancement

Offices of Marketing and Communications 12,747 sq. ft.
(Creative Services, Strategic Communication, Video
Marketing, Web Strategy and Development)

Learning Diagnostic Clinic 2,666 sq. ft.

Student African American Brotherhood 1,408 sq. ft.

43,832 sq. ft.

Total Square Feet 43,832 sq. ft. @ \$11.00/sq. ft. \$482,152.00

LEASE AGREEMENT

This Lease made this 21st day of June 2024, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

ARTICLE I: PREMISES

1.1 Original premises: Landlord hereby demises and leases to Tenant certain premises situated in the Kenneth E. Meyer Alumni Center located on the Springfield campus ("the Center"), as more particularly described in **Exhibit A** hereto and made a part hereof.

1.2 Parking Spaces: Landlord shall provide Tenant, at no additional cost to Tenant, one parking space in the garage adjacent to the Center for each 350 square feet of space leased by Tenant.

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2024 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2025 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

2.2 Possession of Premises: Possession of the Center premises was taken by the Tenant in October of 1989, and Tenant is still in possession as of the date this lease agreement is executed and this lease is to be applied retroactively.

2.3 Acceptance of Premises: Occupying all or any portion of the Premises by Tenant shall be conclusive that the Premises are in satisfactory condition and acceptable to Tenant subject only to latent defects and deficiencies brought in writing to the attention of the Landlord by the Tenant within a reasonable time following discovery thereof.

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of forty three thousand eight hundred thirty two square feet (43,832), located in the Meyer Alumni Center, shall be used for the offices of Alumni Relations, Donor Relations and Special Events, Athletics Development, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, and any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal, state, or local law.

3.2 Center Rules and Regulations: Tenant, its agents, employees and guests shall abide by all reasonable rules and regulations of the Building as may be from time to time adopted by Landlord pertaining to the security, operations, maintenance and management of the Center. A copy of the current rules and regulations is attached hereto as **Exhibit B** and are incorporated herein as part of this Lease. Landlord shall not be liable for failure of any tenant to obey such rules and regulations. Failure by Landlord to enforce any current or subsequent rules or regulations against any tenant of the Center shall not constitute a waiver thereof or excuse Tenant from compliance. If any rules and regulations are contrary to the terms of this Lease, this Lease shall govern.

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

4.1 Payment of Rent: Tenant shall, during the term hereof, pay rent under this Lease as hereinafter provided, in lawful money of the United States of America, without offset or deduction, to Landlord at the address therefor set forth on the cover page, or to such other person or entity or to such other address as Landlord may designate in writing. Except as otherwise specified below, all rent shall be payable in monthly installments in advance on the first day of each calendar month during the term of this Lease. Tenant's obligation to pay all rent due and payable during the term of this Lease shall survive the expiration or earlier termination of this Lease. Should this Lease commence on a day other than the first day of the month or terminate on a day other than the last day of the month, the rent for such partial month shall be pro-rated based on a 365-day year.

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of eleven dollars (\$11.00) per square foot for 43,832 square feet, and a total sum not to exceed four hundred eighty two thousand one hundred fifty two dollars (\$482,152.00), commencing July 1, 2024.

4.3 Additional Rent: In addition to all Base Rent payable under this Lease, any and all other payments to be made by Tenant hereunder, including, without limitation payments to be made pursuant to Sections 4.3, 5.1, and 12.1 hereof, and any amounts or costs expended or incurred by Landlord in curing or by reason of any default of Tenant, shall be deemed additional rent hereunder, whether or not the same be designated as such, and shall be due and payable at the time provided in this Lease, and if no such time is provided the same shall nevertheless be collectible as additional rent on demand or together with the next succeeding installment of Base Rent, whichever shall first occur; and Landlord shall have the same rights and remedies upon Tenant's failure to pay the same as for the non-payment of the Base Rent. Landlord, at its election, shall have the right (but not the obligation) to pay for or perform any act which requires the expenditure of any sums of money by reason of the failure or neglect of Tenant to perform any of the provisions of this Lease within the grace period, if any, applicable thereto, and in the event Landlord shall at its election pay such sums or perform such acts requiring the expenditure of monies, Tenant agrees to reimburse and pay Landlord, upon demand, all such sums, which shall be deemed to be additional rent hereunder and be payable by Tenant as such.

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

5.1 Service: Landlord shall furnish Tenant those services described in **Exhibit C** attached hereto and incorporated by reference herein. If, upon request of Tenant, its agents or employees, such services are provided to the Premises on Sundays, holidays, or times other than specified, or in an amount in excess of that described, Tenant shall pay Landlord as additional rent the cost of those services provided, such additional rent to be determined from Landlord's schedule of rates in effect at the time such services are furnished. Landlord does not warrant that any of the services or utilities provided to or on the Premises will be free from interruptions caused by repairs, renewals, improvements, alterations, strikes, lockouts, accidents, inability of Landlord to obtain fuel or supplies, or any other cause or causes beyond the reasonable control of Landlord. Landlord will always use reasonable efforts promptly to remedy any situation which might interrupt such services. If any services to be provided are suspended or interrupted by strikes, repairs, alterations, orders from any governmental authority or any cause beyond Landlord's reasonable control, Landlord shall not be liable for any costs or damages incurred by Tenant.

5.2 Maintenance and Repairs by Landlord: Landlord shall repair, replace, and maintain (1) the external and structural parts of the Center which do not comprise a part of the Premises and are not leased to others, (2) janitors and equipment closets and (3) shafts within the Premises designated by Landlord for use by it in connection with the operation and maintenance of the Center. Landlord shall perform such repairs, replacements and maintenance with reasonable dispatch, but Landlord shall not be liable for any damages, direct, indirect or consequential, or for damages for personal discomfort, illness or inconvenience of Tenant by reason of failure of such equipment, facilities or systems or reasonable delays in the performance of such repairs, replacements and maintenance, unless caused by the deliberate act or omission, or the gross negligence of Landlord, its servants, agents or employees.

5.3 Maintenance and Repairs by Tenant: Tenant agrees that no representations as to the condition of the Center or the Premises have been made by Landlord to Tenant either directly or indirectly prior to or at the execution of this Lease that are not herein expressed. During the term of this Lease, Tenant shall keep the Premises and appurtenances in good order and repair, furnishing its own routine maintenance to furnishings and fixtures thereon and replacing all glass broken through misuse or negligence of Tenant with glass of same size and quality as that broken; shall keep the Premises and appurtenances in a wholesome condition without charge or expense to Landlord; shall not allow any waste or misuse of the water; shall pay all damages to the Center as well as damages to the occupants thereof caused by any waste, misuse or neglect of the Premises, its apparatus or appurtenances; shall not make nor allow to be made any change, alteration or addition, in, upon or to the Premises without the prior written consent of Landlord; and on the Expiration Date, or at an earlier termination hereof by forfeiture or otherwise, shall yield up the Premises together with all its apparatus and appurtenances to Landlord in as good as condition as when leased, reasonable and ordinary wear and tear excepted, and will surrender all original and duplicate keys of the several doors and such other things as appertain to the Premises, and will remove all its signs or other like items installed and restore or repair any damage to the Premises resulting from such removal.

ARTICLE VI: ALTERATIONS

6.1 Alterations by Tenant: Tenant may not make alterations in or additions to the Premises unless Tenant has first obtained from Landlord written permission to do so, and Tenant shall, if requested by Landlord, furnish Landlord with plans and specifications, names and addresses of the contractors and subcontractors who will perform the work, copies of the contracts and subcontracts, copies of all necessary permits and indemnification in form and amount satisfactory to Landlord against any and all claims, costs, damages, liabilities and expenses which may arise in connection with the alterations or additions. Whether or not Tenant shall have furnished Landlord the foregoing, Tenant hereby agrees to hold Landlord harmless from all liabilities of every kind and description which may arise out of or relate to the alterations or additions. Tenant shall pay the cost of all such alterations and additions and the cost of decorating the Premises occasioned by such alterations and/or additions. Tenant shall not overload, damage, or deface the Premises or do any act or thing or bring or keep anything thereon which may make void or voidable any insurance on the Premises or the Center or which may render an increase or extra premiums payable for insurance. Upon completion of any alterations or additions, Tenant shall furnish Landlord with contractors' affidavits and full waivers of liens and receipted bills covering all labor, materials and subcontractors expended and used. All alterations and/or additions must be finished in a good and neat workmanlike manner and comply in all respects with all insurance requirements and with all applicable federal, state, or municipal statutes, laws, ordinances and regulations, or any department or agency thereof, or any department thereof, and with the standards and regulations of O.S.H.A. Only good grades of materials shall be used in the alterations and/or additions. All additions shall become Landlord's property and shall remain upon the Premises at the termination of this Lease by lapse of time or otherwise, without compensation or allowance or credit to Tenant.

6.2 Alterations by Landlord: Landlord may make any repairs, alterations or improvements which Landlord deems necessary or advisable for the preservation, safety or improvement of the Center or the Premises. Landlord shall also make those alterations to Meyer Alumni Center mandated by federal, state, and local law, and the cost thereof to the Tenant shall be in proration to the square footage occupied by the Tenant to the total square footage of the Center.

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

7.1 Certain Rights Reserved to Landlord: Landlord reserves the following rights: (a) During the last ninety (90) days of the term of this Lease, if during or prior to that time Tenant vacates the Premises, the Landlord may decorate, remodel, repair, alter or otherwise prepare the Premises for re-occupancy; (b) To have pass keys to the Premises, in order to gain access to the Premises herein; (c) To have access to the Premises at all reasonable times upon prior notice to Tenant, and at any time in the event of emergency, to make periodic inspections thereof and to make repairs, alterations, additions and improvements to the Premises or the Center, as may be necessary or desirable in the operation of the Center; (d) To show the Premises to prospective tenants or brokers during the last six months of the term of this Lease, and to prospective purchasers at all reasonable times, provided prior notice is given to Tenant in each case and Tenant's use and occupancy of the Premises is not materially inconvenienced by any such action of Landlord; (e) To designate all suppliers of signs, drinking water, beverages, foods, towels or

toilet supplies, or other utilities used or consumed in the Center or the Premises; (f) To approve the weight, size and location of safes or other heavy equipment or articles, and the time and manner that they may be moved in, about or out of the Center (in all events, however, at Tenant's sole risk and responsibility, and subject to such reasonable preconditions and requirements, including engineering analysis and insurance, as Landlord may specify); (g) To close the Center after regular working hours and on legal holidays, subject, however, to Tenant's right to admittance, under such reasonable regulations as Landlord may prescribe from time to time, which may include by way of example but not of limitation, that persons entering or leaving the Center identify themselves and display the contents of their clothing, cases and boxes to a security guard by registration or otherwise and that said persons establish their right to enter or leave the Center; (h) To make repairs, alterations or improvements to the Center or any part thereof, and during such operations close the corridors, elevators and other facilities.

Landlord may enter upon the Premises as specified above (Landlord having or reserving such easements, rights of access or licenses as may be reasonably necessary therefor) and may exercise any or all the foregoing rights hereby reserved without being deemed guilty of any interference with Tenant's use, occupancy or enjoyment of the Premises or an eviction or disturbance of the Tenant's use or possession, and without being liable in any manner to the Tenant.

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

8.1 Assignment; Subletting: Tenant shall not assign this Lease or sublet all or any portion of the Premises, nor allow the same to be used or occupied by any other person or for any other use than that herein specified without Landlord's prior written consent, such consent to be in Landlord's sole discretion and as a condition to such consent, which in any event may be unreasonably withheld, Landlord may require Tenant to pay Landlord all or any portion of the consideration for the assignment or the rental under the sublease; nor shall Tenant suffer or permit any assignment or transfer by operation of law or otherwise, of the estate or interest of Tenant in the Premises acquired in, by or through this Lease. Any such assignment or sublease shall be in a form acceptable to Landlord. Every such assignment or sublease shall recite that it is and shall be subject and subordinate to the provisions of this Lease, and the termination or cancellation of this Lease shall constitute a termination and cancellation of such assignment. No sublease shall be for a term longer than the term of this Lease. No assignment or sublease shall relieve Tenant of Tenant's liability under this Lease. Consent by Landlord shall not operate as a waiver of the necessity for consent to any subsequent assignment or subletting and the terms of such consent shall be binding upon the assignee or subtenant. Any transfer of this Lease by merger, consolidation, dissolution, or liquidation of Tenant shall constitute an assignment, whether the result of a single or series of transactions.

ARTICLE IX: INSURANCE; INDEMNIFICATION

9.1 Insurance by Landlord: Landlord agrees to carry standard fire and extended coverage insurance (with endorsements for vandalism and malicious mischief coverage) and all-risk insurance in amounts deemed sufficient by Landlord to carry out Landlord's obligations under this Lease.

9.2 Insurance by Tenant: During the term of this Lease, Tenant shall maintain, at Tenant's expense, in full force and effect on all of Tenant's furniture, furnishings, trade fixtures, inventory and equipment located on the Leased Premises, a policy or policies of fire and extended coverage insurance with standard coverage for vandalism, malicious mischief, damage by fire, windstorm, cyclone, tornado, hail, explosion, riot, civil commotion, damage from aircraft, vehicles, smoke or earthquake, special extended perils, sprinkler damage and such other casualties and events as may be insured against under the broad form of uniform fire and extended coverage clause in effect from time to time in Missouri with endorsements for coverage of "all risk" perils and the aforesaid specific perils. Such insurance shall be in an amount equal to one hundred percent (100%) of the full insurable replacement value of such property of Tenant and shall be issued by an insurance company acceptable to Landlord. The proceeds from any such policy of insurance shall be used for the repair or replacement of the furniture, furnishings, fixtures, inventory, and equipment of Tenant.

9.3 Indemnification: Landlord shall not be liable for any loss or damage to persons or property sustained by Tenant, or other persons, which may be caused by dangerous conditions of the leased premises, caused by the Tenant.

ARTICLE X: DESTRUCTION

10.1 Substantial Destruction: If the Center or Premises shall be destroyed in whole or in part by fire, the elements or other or other casualty so as to render the Premises wholly unfit for occupancy, and if, in Landlord's sole judgment, the damage cannot be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage, this Lease shall terminate as of the date of such damage.

10.2 Partial Destruction: If the Center or Premises shall be damaged in part and if the damage can be repaired within 120 days of work from the date of such damage, such work to be performed during normal working hours from the occurrence of said damage and Landlord fails to do so, this Lease shall terminate on the expiration of said 120 days without further liability of either of the parties hereto; provided, however that no termination shall occur if the delay in commencing or completing repairs is the result of adjustment of insurance claims, governmental requirements or any cause beyond Landlord's reasonable control. If Landlord repairs the Premises within said 120 days, this Lease shall continue in full force and effect. Tenant shall not be required to pay rent for any portion of said 120 days during which the Premises are wholly unfit for occupancy unless the damage or destruction is due to the presence or neglect of Tenant or Tenant's agents, employees, servants, invitees or guests.

ARTICLE XI: CONDEMNATION

11.1 Total Taking: If the whole of the Center or the whole of the Premises shall be taken by the exercise of the power of eminent domain (a "Condemnation Proceeding"), then in such a case this Lease shall terminate as of the date of the taking of possession by or the vesting of title in the condemning authority (the "Taking Date").

11.2 Partial Taking: If less than the whole of the Center or less than the whole of the Premises shall be taken in a Condemnation Proceeding, Tenant or Landlord, may at its option,

terminate this Lease as of the Taking Date by giving written notice of its exercise of such option within 60 days after the Taking Date provided in the case of termination by Tenant that as a result of such taking, the Premises (or the remaining portion thereof) may no longer be adequately used for the Permitted Use herein before set forth. If a portion of the Premises shall be so taken and neither Tenant nor Landlord shall exercise its option to terminate this Lease, or is such taking shall not give rise to such an option to terminate, as aforesaid, then this Lease shall terminate on the Taking Date only as to that portion of the Premises so taken, and this Lease shall remain in full force and effect with respect to that portion of the Premises not so taken and the rent and other charges payable by Tenant to Landlord hereunder shall be abated and reduced in the ratio which the diminution in the floor space of the Premises following the Condemnation Proceeding shall bear to the total floor space thereof immediately prior to the Condemnation Proceeding.

11.3 Condemnation Awards: All income, rent, awards or interest derived from any such taking under power of eminent domain shall belong to and be the property of Landlord.

ARTICLE XII: LIENS

12.1 Liens: Tenant covenants and agrees that it shall not incur any indebtedness giving a right to a lien of any kind or character upon the right, title, or interest of Landlord in and to the Premises and the property of which the Premises is a part, and that no person shall ever be entitled to any lien superior to the interest in this Lease reserved to Landlord upon the Premises directly or indirectly derived through or under Tenant, or its agents or servants, or on account of any act or omission of Tenant. Should any such lien be filed, Tenant shall cause to be discharged of record such lien by paying it, or by filing a bond or otherwise, as permitted by law, within 15 days after the filing of any such lien. If Tenant fails to discharge said lien within such period, then in addition to any other right or remedy of Landlord, Landlord may, but shall not be obligated to, procure its discharge by paying the amount claimed to be due or by depositing the same in court or by bonding, and in any such event Landlord shall be entitled, if Landlord so elects, to compel the prosecution of an action for the foreclosure of such Lien by lienor and to pay the amount of the judgment, if any in favor of lienor with interest, costs, and allowances. Any amount paid by Landlord for any of the aforesaid purposes, and all legal and other expenses of Landlord, including attorneys' fees, in defending any such action or in or about procuring the discharge of such lien, with all necessary disbursements in connection herewith, shall be additional rent to be paid by Tenant to Landlord immediately on demand.

ARTICLE XIII: DEFAULT AND REMEDIES

13.1 Default and Remedies: If Tenant shall default in the payment of rent reserved, breach any other covenant or agreement of this Lease, or move out of, abandon, or vacate the Premises, then immediately upon such default, breach, abandonment, or vacating or moving out of the Premises, or at any time thereafter, Landlord, without further demand or notice of any kind, including, but without being limited to, demand for payment of rent, or for possession of the Premises, may either:

(a) terminate this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels,

provided that in the event of termination pursuant hereto Landlord shall, nevertheless, be entitled to damages provided by law, just as though Tenant repudiated this Lease; or

(b) terminate Tenant's right to possession only, without terminating this Lease, and with process of law, expel and remove Tenant, or any other person or persons in occupancy from the Premises, together with their goods and chattels, and repossess the Premises without such entry and possession terminating this Lease or releasing Tenant in whole or in part from Tenant's obligation to pay rent hereunder for the full term hereof. Upon and after entry into possession without termination of this Lease, Landlord shall use reasonable efforts to relet the Premises or any part thereof for the account of the Tenant, to any person, firm, or corporation, for such rent, for such term, (including a term beyond the term hereof, but the part of any such term which is beyond the term hereof shall not be chargeable to Tenant's account), and upon such terms and conditions as are Commercially reasonable, and Landlord shall apply all rents received upon such a reletting as follows:

(i) first to the payment of such expenses as Landlord may have incurred in recovering possession of the Premises (including legal expenses and attorneys' fees), and in putting the same into good order or condition, or preparing, or altering the same for rental and reletting, and all other expenses, commissions and charges paid, assumed or incurred by Landlord in or about reletting the leased premises; and

(ii) then to the fulfillment of covenants of Tenant hereunder. If the consideration collected by Landlord upon any such reletting is not sufficient to pay in full the amount of rent reserved in this Lease together with the items and expenses enumerated in subparagraphs (i) and (ii) above, then Tenant shall pay to the Landlord the amount of each monthly deficiency upon demand.

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

14.1 Transfer by Landlord: Landlord shall have the right to transfer, assign, mortgage or convey in whole or in part the Center and any and all of its rights in and under this Lease, and nothing herein shall be construed as a restriction upon Landlord's so doing. Moreover, the term "Landlord" as used in this lease, so far as covenants or obligations on the part of Landlord are concerned, shall be limited to mean and include only the owner at the time in question of the fee simple title to the Center and in the event of transfer of said fee simple title, then the party conveying said fee simple title shall be automatically relieved from and after the date of such transfer, of all personal liability as respects the performance of any obligations on the part of Landlord contained in this Lease arising out of acts thereafter occurring or covenants thereafter to be performed, it being intended hereby that all the obligations contained in this Lease on the part of Landlord shall be binding upon Landlord, its successors and assigns, only during and in respect of their respective periods of ownership of said fee simple title to the Center and the Property.

14.2 Subordination: This Lease and all rights of the Tenant hereunder shall, at the option of Landlord, be subject and subordinate to any deeds of trust, mortgage or other instruments or security which do now or may hereafter cover the Center and the Property or any interest of Landlord therein, and to any and all advances made on the security thereof, and to any and all increases, renewals, modifications, consolidations, replacements and extensions or any such deeds of trust, mortgages or instruments of security. Landlord may exercise the aforesaid

option to subordinate this Lease by notifying Tenant thereof at any time in writing, and if so requested by Landlord, Tenant shall execute a subordination agreement in the form satisfactory to Landlord.

14.3 Attornment: In the event Landlord exercises its option to subordinate the Lease to any deed of trust or mortgage as provided in Section 14.2, or in the event any proceedings are brought for foreclosure or in the event of the exercise of the power of sale under any mortgage or deed of trust covering the Center, the Tenant shall agree to attorn to the holder of any such deed of trust or mortgage or the purchaser upon any such foreclosure or sale, as the case may be, and recognize such holder of any such deed of trust or mortgage or purchaser, as the case may be, as the Landlord under this Lease, provided however, that so long as the Tenant is not in default hereunder, the Lease shall remain in full force and effect.

14.4 Estoppel Certificate: Tenant shall any time and from time to time upon not less than ten (10) days prior notice from Landlord or Landlord's mortgagee, execute, acknowledge and deliver a written statement certifying that this Lease is in full force and effect subject only to such modifications as may be set out; and, Tenant is in possession of the Premises and is paying rent as provided in this Lease; and, the date to which, rent is paid in advance; and, there are not, to the signator's knowledge any uncured defaults on the part of Landlord, or specifying such defaults if any are claimed. Any such statements may be relied upon by any prospective transferee or encumbrancer of all or any portion of the Center, or any assignee of any such persons. If Tenant fails to timely deliver such statement, Tenant shall be deemed to have acknowledged that this Lease is in full force and effect, without modification except as may be represented by Landlord and that there are no uncured defaults in Landlord's performance.

ARTICLE XV: QUIET ENJOYMENT

15.1 Quiet Enjoyment: So long as Tenant shall observe and perform the covenants and agreements binding on it hereunder, Tenant shall at all times during the term hereof peacefully and quietly have and enjoy possession of the Premises without any unreasonable interference, encumbrance or hindrance by, from or through Landlord, its successors and assigns.

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

16.1 Surrender: Upon termination of this Lease, whether caused by lapse of time or otherwise, Tenant shall within fifteen (15) days surrender possession of the Premises and all rights therein to Landlord and deliver Premises to Landlord in as good repair and condition as at the commencement of Tenant's occupancy, reasonable wear and tear and damage or destruction by fire or other casualty excepted. Tenant shall deliver all keys to the Premises to Landlord. Landlord shall have the right to immediately enter into and take possession of the Premises and shall not be liable for any loss, damage or injury to the property or person of Tenant or any occupant of, in or upon the Premises.

16.2 Holding Over: If Tenant shall continue to occupy the Premises after expiration or sooner termination of this Lease, Tenant shall pay, as liquidated damages, for each month of continued occupancy an amount equal to one and one-half times the rent being paid for the month the Lease expires or is terminated. No receipt of money by Landlord from Tenant after expiration or termination of this Lease shall reinstate or extend this Lease or affect any prior

notice given by Landlord to Tenant. Nothing contained in this Section 16.2 is to be construed to give Tenant the right to hold over at any time and Landlord may exercise any and all remedies at law or in equity to recover possession of the Premises and damages resulting from any such holding over.

ARTICLE XVII: NOTICES

17.1 Notices: Any notice, demand request, consent, approval, or other communication which either party hereto is required or desires to give or make or communicate upon or to the other shall be in writing and shall be given or made or communicated by United States registered or certified mail, addressed to Landlord or Tenant as set forth on the cover page of this Lease, subject to the right of either party to designate a different address by notice similarly given. Any notice, demand, request, consent, approval, or other communication so sent shall be deemed to have been given, made, or communicated on the date the same was deposited in the United States mail as registered or certified matter with postage thereon fully prepaid.

ARTICLE XVIII: MISCELLANEOUS

18.1 Designated Parties: Landlord may act in any matter provided for herein by its property manager or any other person who shall from time to time be designated by Landlord by notice to Tenant. Tenant may designate in writing a person to act on its behalf in any matter provided for herein and may, by written notice, change such designation. In the absence of such designation, the person or persons executing this Lease for Tenant shall be deemed to be authorized to act on behalf of Tenant in any matter provided for herein.

18.2 Successors: Subject to the provisions pertaining to assignment and subletting, the covenants and agreements of this Lease shall be binding upon the heirs, legal representatives, successors and assigns of any or all of the parties hereto.

18.3 Relationship of Parties: Nothing contained in this Lease shall create any relationship between the Landlord and Tenant other than that of Landlord and Tenant, and it is acknowledged and agreed that Landlord does not in any way or for any purpose become a partner of or joint venturer with Tenant.

18.4 Entire Agreement; Amendment; Captions: It is expressly agreed by Tenant, as a material consideration for the execution of this Lease, that there are, and were no verbal representation, understanding, stipulations, agreements or promises pertaining to this Lease which are not incorporated herein. It is agreed between the parties that this Lease shall not be altered, waived, amended, or extended, except by a written agreement signed by Landlord and Tenant. The captions contained in this Lease are for convenience of reference only and in no way limit or enlarge the terms or conditions of this Lease.

18.5 Severability: If any clause or provision of this Lease is held to be illegal, invalid, or unenforceable under present or future law effective during the term of this Lease, the remainder of this Lease shall not be affected thereby. In lieu of such clause or provision held to be illegal, invalid or unenforceable there shall be added, as a part of this Lease, a clause or provision as similar in terms as possible which shall be legal, valid and enforceable.

18.6 Variations in Pronouns: All pronouns and any variations thereof shall be deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

18.7 Brokerage Commissions: Tenant warrants that it has had no dealings with any broker or agent in connection with the negotiations or execution of this Lease.

18.8 Authority: Tenant warrants that the person or persons executing this Lease on behalf of Tenant has authority to do so and fully obligate Tenant to all terms and provisions of this Lease. Tenant shall, upon request from Landlord, furnish Landlord with a certified copy of documentation authorizing this Lease and granting authority to execute it to the person or persons who have executed it on Tenant's behalf.

18.9 Option to Renew: Landlord hereby grants to Tenant the right to renew this lease for nineteen (19) successive one-year terms, by giving written notice at least ninety (90) days prior to the expiration date of each one-year term; subject, however, to an adjustment in the basic annual rental at the beginning of each contract year, equal to the percentage increase of the Consumer Price Index for the Kansas City region for the preceding year.

ATTEST:

**MISSOURI STATE UNIVERSITY
FOUNDATION,
A NOT-FOR-PROFIT CORPORATION
"Landlord"**

Jennifer Weter
Secretary to the Foundation

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Rowena Stone
Secretary to the Board

By: _____
Lynn Parman
Board Chair

EXHIBIT A

Description of Premises

Kenneth E. Meyer Alumni Center
Springfield campus

Premises shall consist of 43,832 square feet.

Parking spaces to service the square footage leased, as required by applicable law.

Lower level	4,411 square feet
1 st floor	8,830 square feet
2 nd floor	6,696 square feet
3 rd floor	4,037 square feet
5 th floor	11,005 square feet
6 th floor	8,853 square feet

Total square feet: 43,832 square feet

EXHIBIT B

Meyer Alumni Center Rules and Regulations

1. Tenant shall not obstruct or interfere with the rights of other tenants of the Center, or of persons having business in the Center, or in any way injure or annoy such tenants or persons.
2. Canvassing, soliciting, and peddling in the Center are prohibited, and Tenant shall cooperate to prevent such activities.
3. Tenant shall not bring or keep within the Center any animal, bicycle, or motorcycle.
4. Tenant shall not conduct mechanical or manufacturing operations, cook or prepare food, or place or use any inflammable, combustible, explosive, caustic, or hazardous fluid, chemical, device, substance or material in or about the Center without the prior written consent of Landlord. Tenant shall comply with all rules, orders, regulations and requirements of the applicable Fire Rating Bureau, or any other similar body, and Tenant shall not commit any act or permit any object to be brought or kept in the Center which shall increase the rate of fire insurance on the Center or on property located therein.
5. Tenant shall not use the Center for the storage of goods, wares, or merchandise, except as such storage may be incidental to the use of the Premises for general office purposes and except in such portions of the Premises as may be specifically designated by Landlord for such storage.
6. Tenant shall not install or use in the Center any air conditioning unit, engine, boiler, generator, machinery, heating unit, stove, water cooler, ventilator, radiator, or any other similar apparatus without the prior written consent of Landlord, and then only as Landlord may direct.
7. Tenant shall not use in the Center any machines, other than standard office machines such as typewriters, word processors, calculators, copying machines and similar machines, without the prior written approval of Landlord. All office equipment and any other device of any electrical or mechanical nature shall be placed by Tenant in the Premises in settings approved by Landlord to absorb or prevent any vibration, noise, or annoyance. Tenant shall not cause improper noises, vibrations, or odors within the Center.
8. Tenant shall move all freight, supplies, furniture, fixtures, and other personal property into, within and out of the Center only at such times and through such entrances as may be designated by Landlord, and such movement of such items shall be under the supervision of Landlord. Landlord reserves the right to inspect all such freight, supplies, furniture, fixtures, and other personal property to be brought into the Center and to exclude from the Center all such objects which violate any of these rules and regulations or the provisions of the Lease. Tenant shall not move or install such objects in or about the Center in such a fashion as to unreasonably obstruct the activities of other tenants, and all such moving shall be at the sole expense, risk, and responsibility of Tenant. Tenant shall not use in the delivery, receipt or other movement of freight, supplies, furniture, fixtures, and other personal property to, from or within the Center, any hand trucks other than those equipped with rubber tires and side guards.
9. Tenant shall not place within the Center any safes, copying machines, computer equipment or other objects of unusual size or weight, nor shall Tenant place within the Center any objects which exceed the floor weight specifications of the Center, without the prior

- written consent of Landlord. The placement and positioning of all such objects shall, in all cases, be placed upon plates or footings of such size as shall be prescribed by Landlord.
10. Tenant shall not deposit any trash, refuse, cigarettes, or other substances of any kind within or out of the Center, except in the refuse containers provided therefor. Tenant shall not introduce into the Center any substance which might add an undue burden to the cleaning or maintenance of the Premises or the Center. Tenant shall exercise its best efforts to keep the sidewalks, entrances, passages, courts, lobby areas, garages or parking areas, elevators, escalators, stairways, vestibules, public corridors, and halls in and about the Center (Hereinafter "Common Areas") clean and free from rubbish.
 11. Tenant shall use the Common Areas only as a means of ingress and egress, and Tenant shall permit no loitering by any persons upon Common Areas or elsewhere within the Center. The Common Areas and roof of the Center are not for the use of the general public, and Landlord shall in all cases retain the right to control or prevent access thereto by all persons whose presence, in the judgment of the Landlord shall be prejudicial to the safety, character, reputation or interests of the Center and its tenants. Tenant shall not enter the mechanical rooms, air conditioning rooms, electrical closets, janitorial closets, or similar areas or go upon the roof of the Center without the prior written consent of Landlord.
 12. Tenant shall not use the washrooms, restrooms and plumbing fixtures of the Center, and appurtenances thereto, for any other purpose than the purposes for which they were constructed, and Tenant shall not deposit any sweepings, rubbish, rags or other improper substances therein. Tenant shall not waste water by interfering or tampering with the faucets or otherwise. If Tenant or Tenant's servants, employees, agents, contractors, jobbers, licensees, invitees, guests, or visitors cause any damage to such washrooms, restrooms, plumbing fixtures or appurtenances, such damage shall be repaired at Tenant's expense and Landlord shall not be responsible therefor.
 13. Tenant shall not mark, paint, drill into, cut, string wires within, or in any way deface any part of the Center, without the prior written consent of Landlord, and as Landlord may direct. Upon removal of any wall decorations or installations or floor coverings by Tenant, any damage to the walls or floors shall be repaired by Tenant at Tenant's sole cost and expense. Without limitation upon any of the provisions of the Lease, Tenant shall refer all contractors' representatives, installation technicians, janitorial workers and other mechanics, artisans and laborers rendering any service in connection with the repair, maintenance, or improvement of the Premises to Landlord for Landlord's supervision, approval and control before performance of any such service. This Paragraph 13 shall apply to all work performed in the Center, including without limitation installation of telephones, telegraph equipment, electrical devices and attachments and installations of any nature affecting floors, walls, woodwork, trim, windows, ceilings, equipment, or any other portion of the Center. All installations, alterations and additions shall be constructed by Tenant in a good and workmanlike manner and only good grades of materials shall be used in connection therewith. The means by which telephone, telegraph and similar wires are to be introduced to the Premises and the location of telephones, call boxes, and other office equipment affixed to the Premises shall be subject to the prior written approval of Landlord.
 14. Landlord shall have the right to prohibit any publicity, advertising, or use of the name of the Center by Tenant which, in Landlord's opinion, tends to impair the reputation of the

Center, or its desirability as a Center for offices, and upon written notice from Landlord, Tenant shall refrain from or discontinue any such publicity, advertising or use of the Center name.

15. The sashes, sash doors, skylights, windows, and doors that reflect or admit light or air into the Common Areas shall not be covered or obstructed by Tenant through placement of objects upon windowsills or otherwise. Tenant shall cooperate with Landlord in obtaining maximum effectiveness of the cooling system of the Center by closing drapes and other window coverings when the sun's rays fall upon windows of the Premises. Tenant shall not obstruct, alter or in any way impair the efficient operation of Landlord's heating, ventilating, air conditioning, electrical, fire, safety, or lighting systems, nor shall Tenant tamper with or change the setting of any thermostat or temperature control valves in the Center.
16. Subject to the applicable fire or other safety regulations, all doors opening onto Common Areas and all doors upon the perimeter of the Premises shall be kept closed and, during non-business hours, locked, except when in use for ingress or egress. If Tenant uses the Premises after regular business hours or on non-business days, Tenant shall lock any entrance doors to the Center or to the Premises used by Tenant immediately after using such doors.
17. All keys to the exterior doors of the Premises shall be obtained by Tenant from Landlord, and Tenant shall pay to Landlord a reasonable deposit determined by Landlord from time to time for such keys. Tenant shall not make duplicate copies of such keys. Tenant shall not install additional locks or bolts of any kind upon any of the doors or windows of, or within, the Center, nor shall Tenant make any changes in existing locks or the mechanisms thereof. Tenant shall, upon the termination of its tenancy, provide Landlord with the combinations to all combination locks on safes, safe cabinets and vaults and deliver to Landlord all keys to the Center, the Premises and all interior doors, cabinets, and other key-controlled mechanisms therein, whether such keys were furnished to Tenant by Landlord. In the event of the loss of any key furnished to Tenant by Landlord, Tenant shall pay to Landlord the cost of replacing the same or of changing the lock or locks opened by such lost key if Landlord shall deem it necessary to make such a change.
18. Access may be had by Tenant to the Common Areas and to the Premises at any time between the hours of 8:00 A.M. and 6:00 P.M., Monday through Friday, legal holidays excepted. At other times access to the Center may be refused unless the person seeking admission is known to the watchman in charge, if any, and/or has a pass or is properly identified. Tenant shall be responsible for all persons for whom Tenant requests passes and shall be liable to Landlord for all acts of such persons. Landlord shall in no case be liable for damages for the admission or exclusion of any person from the Center. In case of invasion, mob, riot, public excitement, or other commotion, Landlord reserves the right to prevent access to the Center for the safety of Tenants and protection of property in the Center.
19. For purposes hereof, the terms "Landlord", "Tenant", "Center" and "Premises" are defined as those terms are defined in the Lease to which these Rules and Regulations are attached. Wherever Tenant is obligated under these Rules and Regulations to do or refrain from doing an act or thing, such obligations shall include the exercise by Tenant of its best efforts to secure compliance with such obligation by the servants, employees, contractors, jobbers, agents, invitees, licensees, guests, and visitors of Tenant. The term "Center" shall include the

Premises, and any obligations of Tenant hereunder about the Center shall apply with equal force to the Premises and to other parts of the Center.

20. Landlord reserves the right to change these rules and to make such other and further reasonable rules and regulations as in its judgment may from time to time be needed for the safety, care and cleanliness of the Center, for the preservation of good order therein and when so changed or made, such modified or new rules shall be deemed a part hereof, with the same effect as if written herein, when a copy shall have been delivered to the Tenant or left with some person in charge of the demised premises.

EXHIBIT C

Meyer Alumni Center Services Furnished

1. Operatorless elevator service in common with other tenants at all times;
2. Men's & women's restrooms to be situated on the floor on which the Premises are located;
3. Water from the public water mains for public drinking, lavatory and toilet purposes, drawn through fixtures installed by Landlord;
4. A refrigerated drinking fountain on the floor on which the Premises are located;
5. A building directory on the first floor;
6. Relamping and maintaining standard fluorescent lighting fixtures installed in Premises;
7. Heating and air conditioning during respectively, the seasons when such services shall be necessary for the use and occupancy of the Premises, on Monday through Friday from 8:00 A.M. to 6:00 P.M. (Saturdays, Sundays and holidays excepted); and
8. Refuse removal and janitor services and customary cleaning in and about the Premises (Saturdays, Sundays and holidays excepted); provided, however, that such service shall not include cleaning, maintenance and providing supplies for: computer centers, special equipment areas, locker rooms, or security vaults situated in the Premises.

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 498-24
Approval of Actions Concerning
Academic Employees

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

FACULTY APPOINTMENTS:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
C. Rocky Long	Director of Music/Instructor	\$60,000 Annually	7/1/2024 6/30/2025
Ashlee Smith	Instructor of Nursing (9 month appt.)	\$50,000 Annually	8/12/2024 5/16/2025

NON-ACADEMIC APPOINTMENT:

<u>Name</u>	<u>Position/Department</u>	<u>Salary</u>	<u>Effective</u>
Lacey Campbell	Coordinator of LPN to RN Programs/Assistant Professor	\$4,500 Annually	7/1/2024 6/30/2025
Lindsay Hill	Coordinator of Regular Track Nursing Program/Assistant Professor	\$4,500 Annually	7/1/2024 6/30/2025

(See Addendum A for Per Course Faculty Payments for the Summer 2024 session)

(See Addendum B for Supplemental Payments for the Summer 2024 session)

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

ADDENDUM A

Per Course payments for the Summer 2024 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Teresa Brame	IDS	\$1,000.00
Sharon Bynum	HST	\$1,800.00
Patricia Chalfant	VIN	\$ 247.55
Esme Johnson	ART	\$1,800.00
Michelle Ledbetter	BUS	\$1,800.00
Typhanie Myers	EDU	\$2,100.00
Kapil Phuyal	GRY	\$2,604.00
Jason Self	CHM	\$3,200.00
David K. White	PLS	\$1,800.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Craig Albin	ENG	\$ 2,040.00
Dakota Bates	COM	\$ 1,500.00
Cathy Boys	CIS	\$ 9,192.10
Judy Carr	EDU/PSY/SOC	\$12,287.86
Charles (Chuck) Cook	Prog. Coord. duties	\$ 250.00
Melinda Denton	MTH	\$ 4,179.30
Ana Estrella	BIO/GRY	\$ 8,554.83
Alexandra Graham	ENG	\$ 1,800.00
Renee Keith	CFD	\$ 2,808.40
Krista Lair	CIS	\$ 2,004.00
Jason McCollom	HST/Dept. Chair duties	\$ 9,066.06
Michael Orf	PSY	\$ 2,160.00
Gary Phillips	Dept. Chair duties	\$ 500.00
Alex Pinnon	PHI/REL	\$ 7,531.50
Jacob Poulette	CGP/Prog. Coord. duties	\$ 817.87
Frank Priest	ENG	\$ 5,145.90
Sharath Rongali	BIO/CHM	\$ 3,865.62
Dasha Russell	BUS/MGT/MGT Internships/Prog. Coord. duties	\$ 8,120.46
Tresa Ryan	ALH/Dept. Chair	\$ 4,070.00
Brenda Smith	CFD/Prog. Coord. duties	\$ 2,857.80
Jay Towell	MTH/Dept. Chair duties	\$ 5,372.35
Jerry Trick	MTH/PSY	\$ 8,761.79
Ben Wheeler	BMS/ENV/Dept. Chair duties	\$10,734.91
Linda Wulff-Risner	AGR Internships/Prog. Coord. duties	\$ 500.00

COMMENTS:

C. Rocky Long

Bachelor's in Music – Education from University of Arkansas, Fayetteville, AR

Master's in Music – Instrumental Conducting, Missouri State University

Specialist in Education – Teacher Leadership, Missouri State University

1997 – 1999	Teaching Assistant, Ramay Junior High School, Fayetteville, AR
2000 – 2002	Graduate Assistant, Missouri State University, Springfield, MO
2000 - 2002	Assistant Band Director, Hillcrest High School, Springfield, MO
2002 – 2004	Band Director, Glendale High School, Springfield, MO
2004 – Present	Band Director, West Plains R-VII School District, West Plains, MO

Ashlee Smith

Associate of Science in Nursing – Missouri State University, Springfield, MO

Bachelor of Science in Nursing – Chamberlain College of Nursing, St. Louis, MO

Master of Science in Nursing – University of South Alabama, Mobile, AL

2012	Medical/Surgical, Cox Hospital South, Springfield MO
2012 – 2016	NICU, Mercy Hospital, Springfield, MO
2014 – 2015	School Nurse, Cabool, MO School District
2016 – 2017	Pre-Admissions, Cox Hospital, Springfield MO
2017	Clinical Instructor for Nursing Students, Cox College, Springfield, MO
2018	Traveling Registered Nurse (NICU/PICU/Pediatrics through AYA Healthcare with Mercy Hospital, Springfield, MO
2018 – 2020	Pediatric Nurse Practitioner – Primary Care, OMC Pediatric Clinic, West Plains, MO
2020	COVID 19 Crisis RN, Angel Staffing, Inc., Houston TX
2020 – 2023	RN Case Manager, Babylon Health, Remote
2023 – Present	RN Case Manager/Autism Service Navigator, Accolade, INC, Remote

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 499-24
Approval of Actions Concerning
Nonacademic Employees

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

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Donald Long	Head Athletics Coach WP Women's Softball	05/20/2024
Christina Hodgson	Administrative Assistant I WP ASCEND	05/31/2024
Russell Laverentz	Director of Athletics WP Athletics	06/07/2024

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Trevor Cressman	From: Asst. Dir., Workforce Development WP Workforce Development GR 42, \$45,000 annually To: Director, Workforce Development & Community Education WP Workforce Development & Community Education GR 44, \$50,000 annually	Promotion	05/27/2024
Keri Elrod	From: Director, Fitness & Athletic Training WP University/Community Programs GR 44, \$56,320 annually To: Associate Vice-Chancellor for Athletics & Community Engagement WP Athletics and Community Engagement GR 46, \$69,000 annually	Promotion	06/03/2024

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

III.E.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS FINANCE NO. 37-24
Approval of Expenditures to Implement
Student-Approved Capital Projects

WHEREAS, the Capital Projects Committee has reviewed and approved the Capital Projects for a vote by the student body; and

WHEREAS, the Chancellor has endorsed these projects for inclusion on the student ballot; and

WHEREAS, the student body has voted to expend Capital Projects funds of approximately \$500 to purchase 4, 10ft umbrellas with solar powered lights and umbrella stands to be placed in the center of each hammock stand around campus; and

WHEREAS, the student body has voted to expend Capital Project funds of approximately \$13,000 to renovate the sand volleyball court at the Grizzly Lofts; and

WHEREAS, the student body has voted to expend Capital Project funds of approximately \$9,000 to purchase two private study pods to be placed in the Lybyer computer lab as a Capital Project; and

WHEREAS, the student body has voted to expend Mountain Grove-Shannon Hall Capital Project funds of approximately \$800 to purchase supplies to improve the Shannon Hall student lounge; and

WHEREAS, funds exist in the Capital Projects Account to implement the projects approved by the students;

BE IT RESOLVED by the Board of Governors for Missouri State University that an expenditure of Capital Funds, not to exceed the levels listed, is authorized to implement the project as voted on by the students.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

1. **Solar Umbrellas:** This Capital Project would allow students to comfortably use the hammocks located around campus during the hotter part of the day and during the evenings due to the attached lights. The funds for this project would be used to purchase 10ft umbrellas with solar powered lights and stands from Amazon to be placed at the center of each hammock stand around campus. The umbrellas will be Grizzly-blue, improving campus beautification by adding school colors around campus. Approximate funds to be expended on this project: \$500
2. **Sand Volleyball Court Renovation:** This Capital Project focuses on renovating and restoring the sand volleyball court at the Grizzly Lofts. We will contract through Smith Excavating to complete the project. The court is not usable in its current condition. The renovation of the court will include removing the old sand, which is filled with gravel, reshaping the court to the accurate dimensions, and refilling the court with new, higher-quality sand. Also included in the estimate is the cost of a new, Grizzly-blue net. This project will provide opportunities for intramural sports, Student Life/Residence Life events, and everyday student use. Approximate funds to be expended on this project: \$13,000.
3. **Private Study Pods:** This Capital Project will provide students with more options for places to study. The study pods, purchased from Scott Rice Office Works, will allow students to study in a private area without external distractions, a place to hang their bags, and ports to charge their electronic devices. The funds for this project would be used to purchase two of these private study pods. Approximate funds to be expended on this project: \$9,000.
4. **Shannon Hall Student Lounge supplies:** This Capital Project will improve the Shannon Hall student lounge with the purchase from Amazon of several board and card games, storage containers, 2 lamps, a Nintendo Switch and accessories, 2 standing fans, and blackout curtains for the windows. Approximate funds to be expended on this project: \$800.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS FACULTY POLICIES. 25-24
Approval of revisions to the MSU-West Plains
Faculty Handbook

The following resolution to the MSU Board of Governors was submitted by the chair of the MSU-WP Faculty Handbook Committee. During the past academic year, the MSU-WP Faculty Senate has voted on and approved the various revisions contained in the attached pages.

University Counsel has been consulted and has given their approval.

The MSU-WP administration approves the revisions put forth by the Faculty Senate.

BE IT RESOLVED that the proposed revisions to the following sections (indicated below) of the MSU-West Plains Faculty Handbook be approved:

**Summary of the MSU-WP Faculty Handbook Proposals approved by
Faculty Senate and MSU-WP Administration during 2023/2024
Effective Date of Changes: Fall 2024**

1. Revise/shorten Section 3.3.3 (General Criteria) to reduce some redundancies found throughout the handbook.
2. Clarifying language added to Section 3.5.8 (Emeritus Status).
3. Replace the four paragraphs in Section 3.7 (Prior Service and the Probationary Period) with one new paragraph based on MSU-Springfield's Faculty Handbook section 3.8.
4. Correct an editorial mistake made last year in Section 4.2.3 (Service)
5. Update/reorganize Section 4.3.2.3 (Policy Statement and Course Outline) to be in line with the campus' recently adopted common syllabus.
6. Replace Section 4.3.2.5 (Class Records) with a new paragraph based on MSU-Springfield's Faculty Handbook section 4.5.1.6.
7. Correct a few discrepancies in Section 4.4.2 (Faculty Evaluation Committee and Divisional Personnel Committees) that were missed in last year's update to this section.
8. Correct a date discrepancy in Section 4.4.3 (Application for Reappointment, Promotion and Tenure) that was missed in last year's update to this section.

9. Correct a few discrepancies in Section 4.4.3.1 (Application Portfolio) that were missed in last year's update to this section.
10. Replace Section 7.1 (Faculty Development Policy and General Procedures) with a new paragraph based on MSU-Springfield's Faculty Handbook section 7.1. Note the new title for this section.
11. Replace and update Section 7.3.1 (Faculty Center for Teaching and Learning) using MSU-Springfield's sections 7.3 through 7.3.2.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

3.3.3 General Criteria **Statement**

~~The criteria for tenure and promotion consist of training evidenced by academic degrees, experience, teaching, professional activity (scholarship, research, creative activity) and university and community service. Teaching is the prime responsibility of the campus. For tenure and promotion to a higher professional rank, evidence of effectiveness in teaching performance must be furnished. This evidence may take several forms. Student and peer evaluations are highly desirable. See sections 3.4 and 4.0 for more information concerning specific reappointment, promotion and tenure criteria and procedures.~~

~~Effective teaching requires continual application and effort. The teacher must keep abreast of new developments in his or her field and related fields. The teacher should be enthusiastic about the particular discipline and should be able to communicate this enthusiasm to the students, thus stimulating both the teacher and the students to greater achievement. The campus prides itself on having exceptional teachers whose merit and contribution to the campus earn them a well-deserved place of honor and respect in the institution. But this criterion alone does not serve as a basis for promotion and tenure.~~

~~Teaching is the most important responsibility of an institution of higher education. Its effectiveness must be reviewed and evaluated on a periodic basis by faculty and administration. Several approaches for assessing effectiveness are necessary for various reasons. (1) Indicators of effective teaching vary among individuals and across disciplines. (2) Some measures of effectiveness may be valid at one level of analysis and invalid at another. (3) Single methods of measuring effective teaching can be avoided by using an appropriate combination of approaches, permitting a comprehensive view of teaching.~~

~~The Faculty Senate and the appropriate departments/divisions are responsible for preparing procedures for evaluating teaching effectiveness and for communicating these to each faculty member. Procedures should be appropriate to the type and nature of the teaching assignment. Procedures should be reviewed and approved every three years by the Faculty Senate and the Vice Chancellor of Academic Affairs.~~

~~The evaluation procedures are to be based on the Faculty Handbook as supplemented by guidelines in other relevant campus documents and should explicitly state the factors of teaching effectiveness that may be measured and how these are to be assessed. Procedures should include student evaluations of instruction, but never as the sole means of the evaluation of teaching effectiveness. Other appropriate approaches should be included. At all levels of teaching evaluation, direct comparisons or rankings of faculty members between departments/divisions should be avoided. If statistical data are used in assessing teaching effectiveness, some understanding of statistical analysis is expected of those doing the assessment. The use of small differences in quantitative measures, which are not statistically significant, should be avoided as a basis for differentiating teaching effectiveness.~~

~~In a university, profession activity including scholarship, research and creative activity serve several purposes. These are contributions to the profession and to society. A teacher's accomplishments and contributions in this regard also bring vital recognition to the University as well as to the individual. The University exists to create, preserve and transmit knowledge. The creative process—scholarly productivity—is an integral and indispensable part of the University as an educational institution. Consequently, it should be a consideration in all tenure and promotion decisions.~~

~~The standards for measuring research productivity cannot be applied uniformly throughout the campus. In many disciplines the evidence for competence is research results submitted outside the institution for professional evaluation, review and criticism. This constitutes peer review. Publication in refereed journals and in books is the most significant measure of research productivity. Publication in in-house media and non-refereed journals is also valued but does not qualify as peer review. Competitive awards and grants are useful indexes of an individual's success in obtaining recognition for research. Research production can also take the form of published reports, studies, and other materials. Participation in professional conferences is another outlet for publicizing and testing the results of one's research. In the creative and performing arts, peer review and recognition through exhibitions, concerts, prizes and awards set a similar kind of standard to the kind of recognition another faculty member will achieve through publication in a prestigious journal.~~

~~Activities fulfilling faculty responsibility for scholarship include not only traditional scientific research and humanistic scholarship but also creative expression in the arts. Service is of several kinds. It includes serving productively on various committees from the departmental to the university level.~~

~~Service activities also expand opportunities for learning and shape the learning environment. It includes sponsoring an active student organization, establishing opportunities for student experiences, removing barriers to learning and obtaining funding and other resources for teaching, scholarship, research, and creative activity. Additional service opportunities include participating in professional organizations and in public bodies, which can bring prestige to the University and expand the professional competence of the individual. It also includes providing professional expertise to business, industry, schools, community organizations and colleagues in other University programs. The campus policies specified in this Faculty Handbook should be used in conjunction with departmental and division policies which may be more specific than those of the campus, but which must be consistent with the campus policies. The criteria for appointment consists of training evidenced by academic degrees, experience, and achievement. Section 3.4 describes specific requirements for appointment, tenure, and promotion of tenure track faculty.~~

~~For tenure and promotion, faculty members must meet the requirements for Teaching, Professional Activity (scholarship, research, creative activity) and University and Community Service. Sections 4.2.1 through 4.3.1 contain information concerning these three requirements.~~

~~Professionalism and collegiality are essential to Teaching, Professional Activity, and University and Community Service activities, and are evidenced in at least two important ways: maintaining high standards of professional ethics and performing as a responsible member of the University Community. Advancement in rank carries an expectation of greater contributions in Teaching, Professional Activity, and University and Community Service. Promotion also carries an expectation that a faculty member will accept leadership roles that contribute to effective shared governance.~~

~~The campus policies specified in this Faculty Handbook should be used in conjunction with departmental and division policies, which may be more specific than those of the campus but which must be consistent with the campus policies. Departmental procedures and standards for evaluating faculty in the areas of Teaching, Professional Activity, and University and Community Service are to be reviewed and approved by the Faculty Evaluation Committee, the Deans, and the Vice-Chancellor of Academic Affairs. Ultimately, faculty must receive the approbation of their colleagues and appropriate administrative offices based on criteria provided in University policies and departmental governance documents. The University must also fulfill its obligations.~~

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3.5.8 Emeritus Status

Appointment to emeritus faculty status is granted as a result of meritorious service to the campus, including outstanding contributions in the areas of teaching, ~~research~~, **creative/professional activity**, service and leadership as described in ~~sections~~ 3.3.3 and **4.2.2**.

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3.7 Prior Service and the Probationary Period

~~Beginning with appointment to ranked tenure track position, the probationary period Missouri State University-West Plains shall not exceed six academic years except under the following conditions:~~

- ~~• A faculty member who has previously held appointments of three or more years in any ranked position at Missouri State University-West Plains but for whom a lapse of at least three consecutive years has occurred since any ranked appointment to Missouri State University-West Plains, may be required at the time of appointment to agree in writing to a probationary period of up to four years, although his or her total probationary period (the sum of previous ranked experience at Missouri State University-West Plains~~

~~and current years at Missouri State University-West Plains) may thereby be extended beyond six years. Extension of the probationary period will be allowed only if credit for previous service is specified in the initial appointment letter, as well as the period of the extension of probationary period. If no credit is specified or extension described, none is given.~~

~~• A faculty member who joins the ranked faculty and who has previously held appointments in any unranked faculty position at Missouri State University-West Plains¹ will undergo the full probationary period unless the appropriate department head/dean, Vice Chancellor of Academic Affairs, and the chancellor agree and approve in writing at the time of initial ranked appointment to grant one or more years of credit for previous experience. Credit will be reserved for those lecturers who have been performing at a level similar² to that of a tenure-track instructor. See section 4.0 for more information concerning expected performance. Such credit will be expressed in the initial ranked appointment contract letter.~~

~~Notwithstanding the above, at the time of initial appointment or for reason of medical condition, the probationary period may be extended for not more than two additional years, even if the otherwise maximum probationary period is exceeded. Such extension requires the recommendation of the Vice Chancellor of Academic Affairs and the agreement of the faculty member involved.~~

Beginning with appointment to a tenure-track position, the probationary period at Missouri State University-West Plains shall not exceed **seven** academic years. Credit toward the probationary period may be granted for prior full-time service to Missouri State University or to other regionally accredited baccalaureate-degree-granting institutions of higher education (or the equivalent as determined the department head, division dean, Vice Chancellor of Academic Affairs, and the chancellor) equivalent to service to Missouri State University. Credit for previous service is specified in the initial appointment letter. If no credit is specified, none is given. Time spent in scholarly leave will count as part of the probationary period. In all cases, tenure decisions are made by the final probationary year.

~~4.2.3.1~~ 4.2.3 Service Mission

Faculty service at Missouri State University serves three purposes: to support the academic tradition of shared governance, to support the professional and organizational needs of the disciplines and to bring the products of campus work to the public for its benefit.

~~4.2.3.2~~ 4.2.3.1 Goals and criteria for Evaluating Service

The following goals and criteria are the basis of evaluating faculty members' service for tenure and promotion and for required performance reviews. Item 1 below is of paramount importance on this list and any faculty member, in order to succeed in the area of service at Missouri State University-West Plains, must succeed in item 1.

4.3.2.3 Policy Statement and Course Outline (Syllabus)

Within the first week of classes the faculty member ~~shall issue a written policy statement, in print or in electronic form, to each student~~ must submit a copy of the course syllabi to the office of academic affairs and shall issue to each student a print or electronic policy statement summarizing the following:

- a. Instructor Contact Information
- b. Catalog Description
- c. Course Rationale/Purpose: A statement of the general content of the course.

- d. ~~Textbooks-Course Materials~~: A list of textbooks and other sources to be used for the course and whether they are recommended or required reading.
- e. Course Objectives
- f. ~~Course Learning Outcomes~~: A list of measurable and desirable outcomes to be achieved upon successful completion of the course.
- g. ~~General Education, Program, or Degree Learning Outcomes/Objectives~~
- h. Attendance Policy: A statement of attendance policy consistent with that of the campus and the policies regarding late arrival and early departure. Refer to <https://wp.missouristate.edu/catalog/policyattendance.htm>.
- i. Assignment Information
 - Grading Scale: A statement of the grading policy to be used in the course.
 - Examinations: A general idea of the material to be covered on each exam.
 - Term Papers: (if applicable) A statement of the dates that term papers are due and general criteria used to determine how the papers will be graded.
 - Makeups: A statement of how or if makeups will be allowed for exams, papers or other assignments.
 - Test Dates: A statement concerning the announcement of test dates and the test dates if known. If the dates are unknown, approximations should be offered.
 - Final Exam: A statement as to whether the final will be comprehensive or not and a general idea of the subject matter to be covered.
- j. Course Outline/Calendar
- k. Academic Integrity Policy: A statement concerning policies concerning plagiarism and cheating, including consequences. Refer to the student academic integrity policies and procedures, <https://wp.missouristate.edu/catalog/policy-academic-integrity.htm>.
- l. All University policies as documented in the Master Syllabus which can be found at the following site: <https://wp.missouristate.edu/academics/mastersyllabus.htm>
- m. ~~Cell Phone Policy: A statement consistent with campus policy.~~
- n. ~~Course policy statements~~

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4.3.2.5 Class Records

All faculty members must keep an accurate account of grades and attendance (~~paper or electronically stored~~) so that he or she will have factual information for a fair evaluation of each student. ~~Student's grades are not to be posted publicly. The Family Educational Rights and Privacy Act of 1974 (FERPA) forbids release of educational records unless authorized by statute. Contact the office of academic affairs for current policy.~~ All faculty members must leave with their Department Heads/directors all grade books or a copy of all grade sheets at the time of leaving the employment of the University. In accordance with the Family Educational Rights and Privacy Act (FERPA), student grades are not to be publicly posted.

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4.4.2 Faculty Evaluation Committee and Divisional Personnel Committees

The Faculty Evaluation Committee shall annually review evaluation procedures, including establishing the minimum and maximum weightings to be placed on the categories of performance (teaching, professional activity and University and community service) and submit proposed changes to the Faculty Senate. The

Faculty Evaluation Committee should work closely with the Divisional Personnel Committees, **Deans**, and the Vice Chancellor of Academic Affairs in this endeavor.

At the annual August Faculty Workshop, two divisional personnel committees (DPC) are formed as follows. The General Studies DPC will be formed for the arts, education and social sciences division and mathematics and science division and will consist of at least two tenured faculty members from each of those divisions. The Applied Sciences DPC will be formed for the business, applied technology and public service division and nursing and allied health division and will consist of at least two tenured faculty members from each of those divisions. The faculty members that will serve on these committees for each division will be elected from the pool of eligible tenured faculty members and will be elected by a plurality of votes by the ranked faculty in the division. (In the event that a division has fewer than two tenured faculty members, additional tenured faculty members from other divisions may be appointed by the ~~dean~~**Vice Chancellor of Academic Affairs** to a total number of two. In such cases, the Dean or immediate faculty supervisor and the faculty applicant(s) will submit a list of possible committee members for the ~~dean's~~**Vice Chancellor of Academic Affairs'** consideration and appointment). Members shall serve two-year, staggered terms and may be elected to consecutive terms. Tenured faculty members who are seeking promotion or with a potential conflict of interest shall not serve on a DPC.

By the ~~third~~**first** Wednesday in September, the Chair of the Faculty Evaluation Committee will meet with the members of the DPC for each Division and review procedures and deadlines for the faculty evaluation process and answer questions. The DPC will serve as the initial evaluating body for divisional faculty evaluations. Each DPC will select co-chairs (one chair from each division) that will be responsible for working with the Dean or immediate faculty supervisor to establish and communicate internal application deadlines. The co-chairs convene the committee's meetings and are responsible for writing personnel recommendations for the candidates within his or her division based on the deliberations of the committee. Each DPC operates as an autonomous faculty body and therefore the Dean or immediate faculty supervisor shall not participate in personnel committee proceedings or make decisions regarding its composition or actions. Inappropriate actions by individuals on the committee should be addressed by the committee co-chairs.

The application portfolio for candidates for reappointment, promotion and tenure will be presented to the co-chairs of the DPC, who will undertake the security of the application portfolio. At the time of evaluation for annual review of appropriate progress toward tenure, required performance reviews, promotion or tenure, the personnel committee will have access to the candidate's current vita as well as all prior personnel reviews generated by the appropriate dean or immediate faculty supervisor and the DPC. Additional materials supporting teaching, research and service, may be requested by the DPC.

The DPC shall make the original recommendations in all cases involving annual review of appropriate progress toward tenure and/or reappointment of probationary faculty. If there is a split vote among tenured faculty, the minority may file a report, signed by each member of the minority, which will be forwarded with the majority decision.

In instances of disagreement between the personnel committee and the Dean there shall be a good faith effort to resolve these differences. If resolution is not possible, the Vice-Chancellor must offer in writing compelling reasons for disagreeing with the committee's recommendation before advancing his or her recommendation to the Chancellor.

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4.4.3 Application for Reappointment, Promotion and Tenure

Specific due dates can be found in RPT and AFPR work calendars posted on MSU-WP website.

This multi-step process begins with a reminder from the Office of Academic Affairs in August and concludes with the Board of Governors final action the following May or June.

The Vice-Chancellor of Academic Affairs shall present a copy of the evaluation procedure to new full-time faculty upon signing of their contracts for employment. Also, at the beginning of each academic year, the Vice-Chancellor of Academic Affairs shall disseminate faculty evaluation procedure guidelines and appropriate forms to all faculty members. A candidate initiates the application process by completing the appropriate form and submitting it to the Vice Chancellor of Academic Affairs by **October-1st the first Wednesday of September.** The form is then forwarded to the appropriate personnel committee for verification of eligibility.

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4.4.3.1 Application Portfolio

Once eligibility has been verified, the applicant for reappointment, promotion and/or tenure shall submit by the ~~first Monday in November to the office of academic affairs~~ **first Wednesday in October to the chair of their DPC** an application portfolio for consideration by the Divisional Personnel Committee, Dean or immediate faculty supervisor, the Vice Chancellor of Academic Affairs and the Chancellor. This application portfolio should contain material that substantiates quality performance concerning teaching, professional activity and University and community service.

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7.1 ~~Faculty Development Policy and General Procedures-~~ **Professional Development Funding**

~~To increase the opportunities for the continued professional development of the faculty and thereby ensure institutional renewal by timely and pertinent teaching, research including scholarly publication and or creative activity and service, the Campus may designate money and time to assist the faculty member in meeting his or her professional responsibilities.~~

The University provides annual funding to support faculty development. If faculty members anticipate professional development costs exceeding the allotted amount, they may apply for additional funding. Faculty members who do not anticipate using all their professional development funds may contact their academic dean and vice chancellor to reallocate excess funds to other faculty members.

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7.3 Faculty Development Resources

Missouri State University-West Plains supports effective teaching, professional activity, and service through faculty development resources provided by the university. These resources are designed to give opportunities for continued professional development.

7.3.1 Faculty Center for Teaching and Learning (FCTL) **(located on the Springfield campus)**

~~The Faculty Center for Teaching and Learning (FCTL) offers programs and resources for faculty, teaching assistants, and academic units. The center provides seminars and workshops throughout the year on a variety of topics for the improvement of learning, teaching, and leadership, as well as support for projects and learning communities. The center sponsors the Showcase on Teaching and Learning. The FCTL also~~

~~conducts research, collaborates with other offices to enhance the effective use for technologies for learning and teaching, and is a source for print and electronic resources on professional, instructional, and organizational development. Faculty are encouraged to contact the Center for individualized consultations and other networking opportunities. More information about the Faculty Center for Teaching and Learning can be accessed at its website <https://www.missouristate.edu/fctl/>.~~

The Faculty Center for Teaching and Learning (FCTL) offers programs and resources for faculty, instructors, per course faculty, teaching assistants, and academic units. The FCTL supports the instructional community by offering a variety of teaching and learning opportunities such as workshops,

seminars, individual consultations, and peer reviews. The FCTL Advisory Council supports the implementation of the center's mission and goals and also serves as liaisons between the instructional community and the FCTL. Services and resources provided include instructional design, resources on effective teaching through technology, best practices for teaching and learning, and support for the enhancement of teaching and learning at MSU.

The FCTL provides funding opportunities through Curriculum Innovation awards which lead to improvements in the quality of instruction and new or innovative teaching and learning practices. A call for proposals is held each academic year. Information on this and other awards can be found on the FCTL's website.

A Showcase on Teaching and Learning is sponsored by the FCTL at the beginning of each academic year and provides a forum for faculty to present their research and findings on effective teaching and learning. A highlight of this event has been hosting a distinguished faculty or nationally recognized educator/researcher to present a keynote address before the MSU instructional community.

Additional information is available at the FCTL's website: <https://www.missouristate.edu/fctl/>.

Faculty are also encouraged to contact the FCTL for individualized consultations and other opportunities.

7.3.2 Citizenship and Service-Learning

The Office of Citizenship and Service-Learning (CASL) provides programs designed to help faculty develop strategies for making service-learning a useful pedagogical tool in developing educated persons. Two specific programs are the Service-Learning Faculty Fellowship and the CASL Research Stipend.

The Service-Learning Faculty Fellowship is a professional development program that is designed to benefit those faculty who wish to explore service-learning as a pedagogical tool in an intensive, in-depth manner, with the intent of implementing it into a specific course. This program trains and supports faculty who wish to enhance citizenship skills and demeanors in their students through their instruction by designing or modifying courses that integrate service-learning into learning outcomes. The CASL Research Stipend supports faculty work that advances the knowledge of service learning or is of direct service to the community. Applications for both programs are available at the CASL web site.

<https://www.missouristate.edu/casl/>

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1760-24
Approval of Employment of Chastity Hunt,
Interim Director of Athletics

WHEREAS, the University currently employs Chastity Hunt (Ms. Hunt) as its Senior Associate Athletic Director/Senior Woman Administrator;

WHEREAS, the University desires to employ Ms. Hunt as the Interim Director of Athletics beginning July 1, 2024 until a permanent Athletic Director assumes the role; and

WHEREAS, an offer letter for the appointment, attached hereto and incorporated herein as Exhibit A, has been presented to and signed by Ms. Hunt outlining the details of the Interim Director of Athletics position.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the employment of Ms. Hunt as its Interim Director of the University's Director of Athletics.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

The Interim Director offer letter includes the following terms:

- Appointment will be effective beginning on July 1, 2024.
- Ms. Hunt will receive a monthly supplemental salary in the amount of one thousand five hundred dollars (\$1,500) in addition to Ms. Hunt's current salary.
- The Interim Director of Athletics position will end when a new permanent Director of Athletics assumes the role.
- Ms. Hunt will be entitled to current benefits and subject to policies applicable to university administrators as set forth in the Employee Handbook.
- As Interim Director of Athletics, Ms. Hunt will ensure compliance with applicable National Collegiate Athletic Association (NCAA), athletic conferences, and University rules and regulations governing all facets of intercollegiate athletics programs.

- As Interim Director of Athletics, Ms. Hunt will supervise staff of athletic coaches, professional and support personnel, develop and manage operating budgets for intercollegiate athletics, and participate in fund-raising activities as appropriate.
- As Interim Director of Athletics, Ms. Hunt will be generally responsible for all essential duties set forth in the job description of Athletic Director.



Missouri State[™]

U N I V E R S I T Y

June 11, 2024

Chastity Hunt
1703 Buena Vista Street
Springfield, MO 65804

Dear Casey:

I am writing to offer you the position of Interim Director of Athletics at Missouri State University. This letter will summarize and commemorate the terms and conditions of this appointment, which is subject to formal approval by the University's Board of Governors.

Your employment will be effective beginning on July 1, 2024. This position is a full-time regular, administrative staff position. In addition to your current salary, a supplemental salary in the amount of \$1,500.00 will be paid monthly by direct deposit. This position will end when a new permanent Director of Athletics assumes the role.

You will continue to be entitled to your current benefits and subject to policies applicable to University administrators as set forth in the *Employee Handbook*:
https://www.missouristate.edu/policy/G7_02_EmployeeHandbook.htm. Included in these benefits are 1) MOSERS retirement in the current amount of approximately 27.26%, which will be adjusted annually by MOSERS policy; 2) annual vacation leave; 3) medical and dental benefits under the University's health care plan; and 4) other benefits included by the University for its employees.

As the Interim Director of Athletics, you will be the chief administrator for the University's intercollegiate athletics program. You ensure University compliance with applicable National Collegiate Athletic Association (NCAA), athletic conferences and University rules and regulations governing all facets of intercollegiate athletics programs. You supervise a staff of athletic coaches, professional and support personnel, develop and manage operating budgets for the intercollegiate athletics program, and participate in fund-raising activities as appropriate. You are generally responsible for all essential duties set forth in the job description as well.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me prior to June 14, 2024. Appointments to the staff of Missouri State University must have final approval of the Board of Governors.

OFFICE OF THE PRESIDENT

901 South National Avenue, Springfield, MO 65897 • Phone: (417) 836-8500 • Fax: (417) 836-7669

President@missouristate.edu • www.missouristate.edu

An Equal Opportunity/Affirmative Action Institution

Chastity Hunt

Page2

June 10, 2024

Dr. Richard Williams is looking forward to working with you on his administrative team and know you will be a great addition to that team. Please do not hesitate to contact me if you have any questions.

Yours very truly,

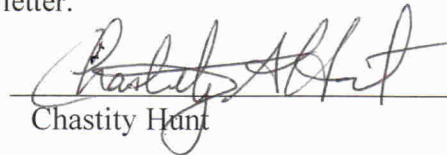


Clifton M. Smart III President

RW

cc: Office of Human Resources

I wish to be recommended for appointment as Interim Director of Athletics at Missouri State University on the terms as set forth in this letter.



Chastity Hunt

6/11/2024
Date

OFFICE OF THE PRESIDENT

901 South National Avenue, Springfield, MO 65897 • Phone: (417) 836-8500 • Fax: (417) 836-7669

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MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1761-24
Approval of employment of Ryan Beard,
Head Football Coach

WHEREAS, the University desires to extend Mr. Ryan Beard's employment as the University's Head Football Coach through January 14, 2029, and Mr. Beard ("Coach Beard") desires to accept such employment; and

WHEREAS, the material terms of the Employment Agreement ("Agreement") are summarized below.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the extension of Ryan Beard's appointment as Head Football Coach and authorizes President Clifton M. Smart, III to execute the Agreement on behalf of the University.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

The new Agreement's terms include the following:

- Five (5) year agreement with a term through January 14, 2029. Coach Beard's Agreement may be automatically extended by one (1) year for each season that the Football Team ("Team") wins seven (7) or more games (regular and postseason). The Agreement may also be extended by mutual agreement of the University and Coach Beard.
- Base Salary will be adjusted for each year of the term as follows: \$315,000.00 in Contract Year 1 (prorated from June 1, 2024 – January 14, 2025), \$450,000.00 in Contract Year 2 (January 15, 2025 – January 14, 2026), \$500,000 in Contract Year 3 (January 15, 2026 – January 14, 2027), \$520,000.00 in Contract Year 4 (January 15, 2027 – January 14, 2028), and \$540,000.00 in Contract Year 5 (January 15, 2028 – January 14, 2029). The Base Salary includes participation in television and radio shows, and attendance at University alumni/fundraising events as requested. Coach Beards's Base Salary will be adjusted based on across-the-board salary increases provided to other University's employees following July 1, 2024.
- Achievement Payments are also available following the occurrence of certain events as outlined below:
 - Seven Thousand Five Hundred Dollars (\$7,500) will be paid to Coach Beard for each academic year that the Team's annual cumulative GPA average is equal to or greater than 3.5 (on a 4.0 scale), as calculated by the University. Five Thousand Dollars (\$5,000) will be paid to Coach Beard for each academic year that the Team's annual cumulative GPA average is between 3.0 and 3.49 (on a 4.0 scale), as calculated by the University.
 - Twelve Thousand Five Hundred Dollars (\$12,500) will be paid to Coach Beard for each year the Team's NCAA cumulative calculated APR averages above 980, as calculated and confirmed by the University. Ten Thousand Dollars (\$10,000) will be paid to Coach Beard for each year the Team's NCAA cumulative calculated APR averages between 970 and 979, as calculated and confirmed by the University. Seven Thousand Five Hundred Dollars (\$7,500) will be paid to Coach Beard for each year the Team's NCAA cumulative calculated APR averages between 960 and 969, as calculated and confirmed by the University. Five Thousand Dollars (\$5,000) will be paid to Coach Beard for each year the Team's NCAA cumulative calculated APR averages between 950 and 959, as calculated and confirmed by the University.
 - Ten Thousand Dollars (\$10,000.00) will be paid to Coach Beard in the event that the Team finishes a season as champions or co-champions in the Missouri Valley Conference ("MVCF").
 - Twenty-Five Thousand Dollars (\$25,000.00) will be paid to Coach Beard in the event that the Team wins the Conference USA ("C-USA") Conference Championship Game.
 - Five Thousand Dollars (\$5,000.00) will be paid to Coach Beard in the event that the Team finishes a season as runner-up or co-runner-up in the MVCF.
 - Fifteen Thousand Dollars (\$15,000.00) will be paid to Coach Beard in the event that the Team appears in the C-USA Conference Championship Game.
 - Ten Thousand Dollars (\$10,000) will be paid to Coach Beard in any season that the Team wins six (6) games (including both regular and postseason games). An additional Five Thousand Dollars (\$5,000) will be paid to Coach Beard for each game won above six (6) games in any

season (including both regular and postseason games).

- Fifteen Thousand Dollars (\$15,000.00) will be paid to Coach Beard in the event that the Team defeats an opponent from a Power Five conference, as defined herein, during the regular season. For purposes of the Agreement, a Power Five Conference opponent means any football program that is a member of the: Southeastern Conference, Big 10 Conference, Big 12 Conference, Pac-12 Conference, and the Atlantic Coast Conference (and their successors), plus the University of Notre Dame.
- One Hundred Thousand Dollars (\$100,000) will be paid to Coach Beard in any season that the Team qualifies for the College Football Playoffs (“CFP”).
- Seventy-Five Thousand Dollars (\$75,000) will be paid to Coach Beard per win or bye received in the CFP.
- One Hundred Thousand Dollars (\$100,000) will be paid to Coach Beard in the event that the Team wins the CFP National Championship.
- Twenty Thousand Dollars (\$20,000) will be paid to Coach Beard in the event that the Team wins a non-CFP Bowl Game. Fifteen Thousand Dollars (\$15,000) will be paid to Coach Beard in the event that the Team appears but does not win in a non-CFP Bowl Game.
- Five Thousand Dollars (\$5,000) will be paid to Coach Beard should he be named Missouri Valley Coach of the Year by the Missouri Valley Conference coaches or the Missouri Valley Conference media.
- Fifteen Thousand Dollars (\$15,000) will be paid to Coach Beard should he be named the C-USA Coach of the Year by the Conference USA coaches or C-USA media.
- Fifty Thousand Dollars (\$50,000.00) will be paid to Coach Beard in any Contract Year that Coach Beard is named a National Coach of the Year by a nationally recognized poll or association (e.g. American Football Coaches Association, the Associated Press, Bear Bryant, Eddie Robinson, Sporting News, or ESPN). For the avoidance of doubt, in the event that Coach Beard is named a National Coach of the Year by multiple outlets, he will only be entitled to one (1) Fifty Thousand Dollar (\$50,000) payment.
- Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Beard in the event that the average home attendance (including paid and unpaid attendance) for the football season exceeds 10,000. Once the average attendance for a season exceeds 10,000, in order to earn additional incentive pay for attendance, the average attendance must continue to increase.
- Twenty Five Thousand Dollars (\$25,000) will be paid to Coach Beard in the event that the Team is ranked in one or more of the Top 25 of any nationally recognized poll (e.g. Associated Press, College Football Playoff Ranking, or Group of 5 Poll). For the avoidance of doubt, in the event the Team appears in the Top 25 of multiple nationally recognized polls, he will only be entitled to one (1) Twenty Five Thousand Dollars (\$25,000) payment.

■ Additional fringe benefits, incentives, and entitlements are outlined in the Agreement and are consistent with Coach Beard’s prior agreement.

■ The termination and/or cancellation of the Agreement is addressed in Section 8 and 9 of the Agreement.

The University has the right to cancel the Agreement for just cause, which is defined in the Agreement (Section 8). Coach Beard and the University both have the right to cancel the Agreement without cause (Section 9). The Party who cancels the Agreement without cause must pay liquidated damages, as set forth in Section 9. If the University terminates the Agreement without cause, it will pay a liquidated damages amount calculated by multiplying the number of months remaining in the Agreement by the current Monthly Adjusted Base Salary (calculated by taking the current Base Salary and dividing by twelve). If Coach Beard terminates the Agreement without cause, he will pay a liquidated damages amount calculated by multiplying the number of months remaining in the Agreement by the Monthly Adjusted Base Salary (calculated by taking the current Base Salary and dividing by twelve) and dividing that amount by two.

V.C.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1762-24

Approval of employment of
Beth Cunningham, Head
Women's Basketball Coach

WHEREAS, the University desires to extend Ms. Beth Cunningham's employment as the University's Head Women's Basketball Coach through May 31, 2029, and Ms. Cunningham desires to accept such employment; and

WHEREAS, the material terms of the Employment Agreement ("Agreement") are summarized below.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the extension of Beth Cunningham's appointment as Head Women's Basketball Coach and authorizes President Clifton M. Smart, III to execute the attached Employment Contract with Ms. Cunningham on behalf of the University.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

The new contractual terms include the following term:

- Five (5) year contract with a term of June 1, 2024, through May 31, 2029.
- Base Salary –\$385,000.00 for the first year of the Employment Contract, with an additional \$20,000 added to Coach Cunningham’s Base Salary in the second, third, fourth, and fifth year of the Employment Contract. The Base Salary includes participation in television and radio shows, and attendance at University alumni/fundraising events as requested. Coach Cunningham’s Base Salary will be adjusted based on across-the-board salary increases provided to other University’s employees following July 1, 2024.
- In the event that the University replaces the current Director of Athletics prior to June 1, 2029, Coach Cunningham’s contract will automatically be extended for a sixth year, and her salary will increase to \$485K effective June 1, 2029.
- Achievement payments remain the same as outlined in Section 6(a) of her initial Employment Contract, with the exception of a new achievement payment for participation in the Women’s Basketball Invitational Tournament (“WBIT”):
- Five Thousand Dollars (\$5,000.00) for each year the Team’s NCAA calculated Academic Progress Rate (APR) meets or exceeds the NCAA APR Multiyear Cut Score.
- Seven Thousand Five Hundred Dollars (\$7,500.00) for each year the Team’s Annual GPA Average is 4.0. Five Thousand Dollars (\$5,000.00) for each year the Team’s Annual GPA is equal to or greater than 3.5, but lower than 4.0. Two Thousand Five Hundred Dollars (\$2,500.00) for each year the Team’s Annual GPA is equal to or greater than 3.0, but lower than 3.5.
- Ten Thousand Dollars (\$10,000.00) will be paid to Coach Cunningham in the event the Team finishes as champions or co-champions in the athletics conference in which University competes.
- Ten Thousand Dollars (\$10,000.00) will be paid to Coach Cunningham in the event a post-season tournament is held in the athletics conference in which University competes, and the Team is champion of that tournament.
- Ten Thousand Dollars (\$10,000.00) will be paid to Coach Cunningham in the event the Team receives an at large bid to the NCAA’s post-season tournament, and one of the following:
 - \$7,500 if the Team advances to the round of 32;
 - \$15, 000 if the Team advances to the Sweet Sixteen;
 - \$35,000 if the Team advances to the Elite Eight;
 - \$50,000 if the Team advances to the Final Four;
 - \$75,000 if the Team advances to the Championship Game; or

- \$100,000 if the Team wins the National Championship
- Five Thousand Dollars (\$5,000.00) will be paid to Coach Cunningham in the event the Team receives an at large bid to the WBIT post-season tournament, and one of the following:
 - \$2,500 if the Team advances to the round of 32;
 - \$5,000 if the Team advances to the Sweet Sixteen;
 - \$7,500 if the Team advances to the Elite Eight;
 - \$10,000 if the Team advances to the Final Four;
 - \$15,000 if the Team advances to the WBIT Championship Game; or
 - \$25,000 if the Team wins the WBIT Championship
- Ten Thousand Dollars (\$10,000.00) if Coach Cunningham is named Coach of the Year by the athletics conference in which University competes. Twenty-Five Thousand Dollars (\$25,000.00) should Coach Cunningham be named the National Coach of the Year by the Women's Basketball Coaches Association, the AP Coach of the Year, the Naismith Coach of the Year, or the USBWA National Coach of the Year. For the avoidance of doubt, in the event that Coach Cunningham is named the National Coach of the Year, she will be entitled to one (1) \$25,000 payment, even if she is so named by multiple outlets.
- Two Thousand Five Hundred Dollars (\$2,500.00) if the average actual attendance is 4,000 for the basketball season; or Five Thousand Dollars (\$5,000.00) if the average actual attendance is 5,000 for the basketball season; or Ten Thousand Dollars (\$10,000.00) if the average actual attendance is 6,000 for the basketball season; or Fifteen Thousand Dollars (\$15,000.00) if the average actual attendance is 7,000 for the basketball season.
- Five Thousand Dollars (\$5,000.00) in the event that the Team wins a game against a team currently ranked in the top 25 by USA Today or the Associated Press.
- Ten Thousand Dollars (\$10,000.00) if the Team wins a game against a team currently ranked in the top 10 by USA Today or the Associated Press.
- Ten Thousand Dollars (\$10,000) if the Team finishes in the Top 10 in either the AP or USA Today poll; or Seven Thousand Five-Hundred Dollars (\$7,500) if the Team finishes in the Top 25 in either the AP or USA Today poll.
- Two Thousand Five Hundred Dollars (\$2,500) if the Team wins a total of twenty (20) games; or Five Thousand Dollars (\$5,000) if the Team wins a total of twenty-five (25) or more games.
- Additional fringe benefits, incentives, and entitlements as outlined in the Employment Contract.
- The termination and/or cancellation of the Employment Contract is addressed in Section 8 and 9 of the Agreement. The University has the right to cancel the Agreement for just cause, which is defined in the Agreement (Section 8). Ms. Cunningham and the University both have the right to cancel the Agreement without cause (Section 9). The Party who cancels the Agreement without cause must pay liquidated damages, as set forth in Section 9. If the University terminates

the Agreement without cause, it will pay liquidated damages totaling 100% of the remaining value of the contract. If Coach Cunningham terminates the Agreement without cause in the first three (3) years of the term, she will pay liquidated damages totaling 50% of the remaining value of the contract. If she terminates the Agreement without cause in the final two (2) years of the term, she will pay liquidated damages totaling 25% of the remaining value of the contract.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1763-24
Approval of Employment Agreement for
Kasey Griffith, Head Coach of the
University's intercollegiate softball team

WHEREAS, the University desires to continue employ Kasey Griffith ("Coach Griffith") as the Head Coach of the University's intercollegiate softball team, and Coach Griffith desires to continue such employment through June 30, 2027; and

WHEREAS, an Employment Agreement, attached hereto and incorporated herein as Exhibit A, has been negotiated with Coach Griffith.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the employment of Coach Griffith as its Head Coach of the University's intercollegiate softball team and authorizes President Clifton M. Smart, III to execute the attached Employment Agreement with Coach Griffith on behalf of the University.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

The Employment Agreement includes the following terms:

- A three-year term commencing on July 1, 2024, and continuing through June 30, 2027 (the “Term”). If, in any year within the Term, the Team finishes the season tied for second or better in the conference *or* wins the post-conference tournament, the Term will automatically be extended for one (1) additional year.
- Base Salary – Ninety-Two Thousand Five Dollars (\$92,500.00).
- Achievement payments as outlined in Section 6(a) of the Employment Agreement:
 - In the event the team finishes as champions in the conference the University of part of during the Term, an additional \$2,500 will be paid for a conference championship.
 - In the event a post-season conference tournament is held, and the team is champion of that tournament, an additional \$2,500 will be paid.
 - In the event the baseball team is invited to appear in the NCAA post-season tournament, Coach Griffith will be paid an additional \$700 for each game appearance as well as one of the following: \$5,000 if the team wins the NCAA Regional; \$10,000 if the teams wins the NCAA Super Regional; \$25,000 if the team advances to the NCAA Championship Series; or \$50,000 if the team wins the NCAA College World Series.
 - Coach Griffith shall be paid the amount of \$500.00 for each year that the Team’s NCAA calculated APR meets or exceeds the NCAA APR score of 985.
 - In any year that Coach Griffith is named the Conference Coach of the Year by the conference coaches or the conference media, Coach Griffith will receive an additional \$2,500.00.
 - If the Team defeats a Power 5 opponent, Coach Griffith will receive an additional \$500.00 per such win.
 - If the Team receives designation as a National Fastpitch Coaches Association (“NFCA”) Top 10 Academic Team, Coach Griffith shall receive an additional One Thousand Dollars (\$1,000.00).
- The termination and/or cancellation of the Agreement is addressed in Sections 8 and 9 of the Employment Agreement. The University has the right to terminate the Employment Agreement for both cause and just cause, as defined in the Employment Agreement (Section 8). Coach Griffith and the University both have the right to cancel the Employment Agreement without cause (Section 9). If Coach Griffith terminates the Agreement in order to accept another NCAA Division I head coaching position, she will pay the University ½ of the remaining value of her Agreement as liquidated damages; otherwise, she owes no liquidated damages (Section 9(a)). If the University terminates the Agreement without cause, it will pay Coach Griffith a buyout equal to the remaining value of her Agreement.
- Remaining terms and conditions are consistent with other University athletic employment agreements.

EXHIBIT A

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, Springfield, Missouri, (“University”) and Kasey Griffith (“Coach Griffith”) and is effective as of July 1, 2024 (“Effective Date”).

WITNESSETH:

WHEREAS, the University desires to employ Coach Griffith as the Head Coach of the University’s intercollegiate softball team (“Team”), and Coach Griffith desires to serve in the position of the Head Coach of the Team under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

- (a) Term.** The University does hereby employ Coach Griffith as the Head Coach of the Team for a three-year term commencing on July 1, 2024, and continuing through June 30, 2027 (“Term”), subject to extension, renewal or termination, on the terms and conditions hereinafter provided.
- (b) Term Extension.** The Term of the Agreement shall be extended under the following circumstances:
 - (i) Conference Success.** In the event that, at the conclusion of any season in the Term, the Team either finishes tied for second place or better in the intercollegiate conference in which University competes *or* the Team wins the post-season conference tournament, the Term shall be extended by one (1) additional year. For the avoidance of doubt, if the Team finishes in second place or better in the conference *and* wins the post-season conference tournament during the same season, the Term shall be extended by a total of one (1) additional year.

- (ii) **Mutual Agreement.** The Term may also be extended upon the mutual agreement of the parties, memorialized in a formal amendment to this Agreement.

2. Duties

During each year that the Agreement is in effect, Coach Griffith shall be responsible for fulfilling the following duties:

- (a) **Head Softball Coach.** Coach Griffith shall well and faithfully serve the University in her total assignment, yet in regard to the position of her assignment relating to athletics and as Head Coach in the sport of softball, she shall at all times devote her whole time, attention, and energies to the conduct and coaching of softball on behalf of the University, and to the administration and management of her coaching staff and shall do and perform all services, acts, and things connected therewith as the Director of Athletics and the Associate Director of Athletics for the University shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a head coach in the sport of softball.
- (b) **Other Activities Permitted.** Notwithstanding the foregoing provisions, Coach Griffith shall be permitted to conduct camps or clinics for her sole benefit as further described herein, camp activities other than any University related camp, accept promotional endorsements and contracts (provided that such endorsements and contracts do not compete with the products or services offered by University's sponsors or imply an endorsement on the part of the University), including but not limited to athletics sportswear, speaking engagements and commercials for her sole benefit not inconsistent with this Employment Agreement and NCAA regulations and subject to University approval. Similarly, Coach Griffith shall not permit her likeness, or any phrase identified with her to be used in a manner that is detrimental to the rights of University's multi-media rights holder or in competition with any of University's existing sponsors.

3. Compensation

Effective July 1, 2024, the University shall pay Coach Griffith the following compensation:

- (a) **Base Salary.** On an annual basis, University shall pay Coach Griffith Ninety-Two Thousand Five Dollars (\$92,500.00) (i.e., approximately \$7,708 per month, base monthly rate, before withholdings) (“Base Salary”). For the duration of the Agreement, Coach Griffith’s Base Salary shall be subject to any and all across-the-board salary increases provided to University’s other employees, including any across-the-board salary increases provided on or after January 1, 2025.
- (b) **Payment Via University’s Standard Payroll Procedure.** Coach Griffith’ salary shall be paid in equal sums at such intervals as University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Base Salary as Total Guaranteed Compensation.** The compensation specified in Section 3(a) represents the total guaranteed compensation due and owing Coach Griffith in consideration of her duties as University’s Head Softball Coach.
- (d) **Eligibility for Incentive Payments.** Coach Griffith shall be eligible for additional incentive payments as specified in Section 6.

4. Additional Entitlements.

In addition to the compensation described in Section 3, Coach Griffith shall receive the following entitlements:

- (a) **Workmen's Compensation Insurance.** The University will provide Workmen's Compensation insurance for payment of any medical expense, and compensation, as provided by the laws of the State of Missouri, if Coach Griffith suffers an injury or incurs an occupational disease arising out of and in the course of her employment. Compensability under such law is prescribed by state statute, and not by the University or by this contract.
- (b) **Retirement Fund.** The full contribution required for the Missouri State Employees Retirement System (“MOSERS”) will be paid by the University for Coach Griffith' retirement account.
- (c) **Other Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, hospitalization/medical insurance, life insurance, long-term disability insurance, and other

benefits established by the Board of Governors will likewise be accorded to Coach Griffith. It is agreed that the terms and conditions in the Faculty Handbook will not be regarded as a part of this agreement, and that Coach Griffith is not on tenure track and is not receiving tenure.

5. Camp(s)

University acknowledges that it is in the interest of the University to have a softball camp(s) during the year. In this regard, Coach Griffith (including through her limited liability company) may conduct a softball camp(s), and if so for her own benefit, and the University shall make available University facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) University Fee Per Camp Enrollee.** Coach Griffith agrees to pay the University the prevailing per person rate for each camp enrollee up to a maximum of 1,000 camp enrollees for the rental of University-owned or leased facilities. Upon her request, the University will give Coach Griffith the current prevailing rate. The University agrees to provide Coach Griffith, upon her request, with notice of any expected increase in the prevailing rate by the preceding by December 31 prior to the fiscal year the increase will be effective. If Coach Griffith does not utilize University-owned or leased facilities for the conduct of her camps, no per camp enrollee fee will be assessed by University.
- (b) Insurance Obligations.** Coach Griffith agrees to secure commercial general liability insurance to cover the operation of the camp. Such policy limits insurance shall be in amounts no less than Five Hundred Thousand Dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity on the part of University. Coach Griffith agrees to increase the liability limits if requested by the University as a result of a change in Missouri law.

- (c) **Mandated Reporter Training.** Coach Griffith will attend and require her staff to attend any University-required mandated reporter trainings prior to conducting any softball camps.
- (d) **Use of University's Athletic Facilities.** Coach Griffith shall be entitled to use University-owned or leased facilities in conducting softball camps, subject to scheduling and availability. Coach Griffith shall work with the University's Director of Athletics to schedule use of these other athletic facilities.
- (e) **Use of University's Housing System.** Coach Griffith shall be given access to the University's residency housing system for use in conjunction with the softball camps, provided that she shall pay the then-current daily rate charged by the University's Department of Residence Life, Housing, and Dining Services for each camp enrollee. The University agrees to provide Coach Griffith, upon her request, with notice of any increase in residence hall rates for the subsequent year by the preceding December 31.
- (f) **No Guarantee as to Number of Camp Participants.** Coach Griffith does not guarantee any number of softball camp participants or enrollees.
- (g) **Registration Fee, Revenue for Softball Camps.** The registration fee for each enrollee shall be established by Coach Griffith. Coach Griffith shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 5(a) and (e).
- (h) **Use of University Name, Logos in Camp Brochures.** Coach Griffith may use the University names, logos, and depictions in camp brochures and similar camp documentation.
- (i) **Audit Right of University.** As it is the responsibility of the University to ensure that it is meeting NCAA rules and compliance responsibilities concerning sports camps, Coach Griffith shall provide all camp records to athletics administrators or other university administrators when requested, or as otherwise required by law. Examples of such records may include, without limitation, rosters, applications, free or discounted admissions, bank statements, expense records, and payroll records.

6. Other Compensation and Incentives

- (a) **Achievement Payments.** Coach Griffith shall be entitled to receive certain payments (before taxes) if the Team performs to certain levels of achievement.
- (i) **Regular Season Conference Champions or Co-Champions.** In the event the Team finishes as regular season champions or co-champions in any Conference the University is part of during the Term, an additional Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Griffith.
 - (ii) **Conference Post-Season Tournament.** In the event a post-season conference tournament is held, and the Team is champion of that tournament, an additional Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Griffith.
 - (iii) **NCAA Softball Tournament.** In the event the Team is invited to appear in the NCAA post-season tournament, Coach Griffith will be paid an additional Seven Hundred Dollars (\$700.00) for each game appearance as well as one of the following: Five Thousand Dollars (\$5,000.00) if the Team wins the NCAA Regional; Ten Thousand Dollars (\$10,000.00) if the Team wins the NCAA Super Regional; Twenty-Five Thousand Dollars (\$25,000.00) if the Team advances to the NCAA Championship Series; or Fifty Thousand Dollars (\$50,000.00) if the Team wins the NCAA College World Series.
 - (iv) **Academic Progress Rate (“APR”).** Coach Griffith will be paid the amount of Five Hundred Dollars (\$500.00) for each year that the Team’s NCAA calculated APR meets or exceeds the NCAA APR score of 985.
 - (v) **Conference Coach of the Year.** In any year that Coach Griffith is named the Conference Coach of the Year by the conference coaches or the conference media, she will be paid an additional Two Thousand Five Hundred Dollars (\$2,500.00).
 - (vi) **Win Versus Power 5 Conference Opponent.** In the event the Team defeats an opponent who is a member of a Power 5 Conference, Coach Griffith shall receive an additional Five Hundred Dollars (\$500.00) per game won.

- (viii) **NFCA Top 10 Academic Team Award.** If, during any season in the Term, the Team receives designation as a National Fastpitch Coaches Association (“NFCA”) Top 10 Academic Team, Coach Griffith shall receive an additional One Thousand Dollars (\$1,000.00).
- (ix) **Timing of Incentive Payments.** All such achievement payments will be paid to Coach Griffith within thirty (30) days of the dates earned and shall be paid even if the Agreement is terminated by either party for any reason.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach Griffith while recruiting or on official business for the University’s softball or athletics program will be paid/reimbursed to Coach Griffith, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of Automobile.** University shall furnish Coach Griffith with an automobile, pursuant to a lease agreement with the University, for her business and personal use for the duration of this Agreement, as long as the University and/or the Foundation receives such a vehicle via a trade-out with an automobile dealer in relation to a membership in The Bears Fund. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile. Coach Griffith shall be responsible for ensuring that the automobile is insured with policy limits acceptable to the University, and the University shall pay/reimburse Coach Griffith all insurance and maintenance costs associated with her use of the automobile. If a courtesy vehicle is not available for Coach Griffith’ use, the University shall instead provide her with a gross monthly car allowance of Six Hundred Dollars (\$600.00).
- (d) **Tax Withholding on Fringe Benefit Programs.** The University will only withhold taxes, FICA and MOSERS retirement benefits if required by law on the fringe benefit programs on all payments made to Coach Griffith, unless authorized in writing by Coach Griffith.

7. Professional and Moral Conduct Required

It is understood Coach Griffith is being employed by University, which is a member institution of the National Collegiate Athletic Association (“NCAA”), for the purpose of administering, conducting, and coaching the Team. Accordingly, Coach Griffith agrees she will diligently conduct the softball program under her direction in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- (a)** Coach Griffith will make best efforts to ensure that the Team’s student-athletes comport themselves with honesty and sportsmanship at all times.
- (b)** Coach Griffith shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract.
- (c)** Coach Griffith shall not knowingly participate in the management, coaching, officiating, supervision, promotion, or player selection of any all-star contest involving student-athletes that is not certified by the NCAA’s Extra Events Committee.
- (d)** Except as is ordinarily done by a softball coach at a university, Coach Griffith shall not represent a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- (e)** Coach Griffith is required to provide a written detailed account annually to the University President for all athletically-related income and benefits from sources outside the University. Sources of such income shall include, but are not limited to, the following:
 - Income from annuities;
 - Sports camps;
 - Housing benefits (including preferential housing arrangements);
 - Country club memberships; and

- Complimentary ticket sales

Coach Griffith acknowledges that she has an affirmative obligation to cooperate fully in the NCAA/University infraction process, including the investigation and adjudication of a case of infraction. Furthermore, the Parties recognize that if Coach Griffith is found in violation of NCAA regulations, she may be subject to disciplinary or corrective actions as set forth in the provisions of the NCAA infractions process, including suspension without pay and/or termination of employment under Section 8(b).

8. Termination.

- (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, 2027).
- (b) **Termination for Incapacity; Cause.** The Agreement may be terminated by the University at any time during the Term upon the occurrence of any one of the following events:
 - (i) **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach Griffith becomes totally disabled within the meaning of the University's disability insurance for employees of Coach Griffith staff classification so that she qualifies under the University's long-term disability plan, or if Coach Griffith becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents Coach Griffith from performing her duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this Section due to permanent disability at a time when Coach Griffith's University disability plan benefits are not sufficient to fund her compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach Griffith receives her full compensation.
 - (ii) **For Just Cause.** The term "just cause" will be defined consistent with Missouri law. Just cause may include, but is not limited to, a material breach of this Agreement, misconduct,

conduct that the University reasonably determines is unbecoming to a head coach and reflects poorly on the University, conduct that causes embarrassment to the University, moral turpitude, dishonesty, gross negligence, insubordination, criminal charges being brought against Coach Griffith, dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, major infractions of NCAA rules and regulations, prolonged absence from duty without the consent of the Athletic Director, and/or willful disregard for the welfare and safety of University's student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach Griffith notice in writing of the cause alleged, and an opportunity to be heard.

- (iii) **Effect of Termination for Just Cause.** In the event the University terminates Coach Griffith's employment, under Section 8(b)(ii) above, Coach Griffith shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. He will, however, be entitled to all compensation and achievement payments earned through the date of termination.

9. Termination Without Cause by the Parties

- (a) **Termination Without Cause by Coach Griffith.** Coach Griffith may terminate the Agreement without cause if she 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 Griffith terminates the Agreement without cause in order to accept an NCAA Division I head coaching position at another institution.

The Monthly Base Salary amount is defined as Seven Thousand Seven Hundred and Eight Dollars (\$7,708.00). The Liquidated Damages Amount is calculated by multiplying the number of months

remaining in the Employment Agreement by the Monthly Rate and dividing by two. The resulting quotient is the Liquidated Damages Amount.

For example, if Coach Griffith terminates the Agreement with 36 months remaining, the Liquidated Damages Amount would be One Hundred Thirty-Eight Thousand Seven Hundred and Forty-Four Dollars (\$138,744.00) (i.e., 36 months X \$7,708 = \$277,488; \$277,488 / 2 = \$138,744). If Coach Griffith terminates the Agreement with 24 months remaining, the Liquidated Damages Amount would be Ninety-Two Thousand and Four Hundred and Ninety-Six Dollars (\$92,496) (i.e., 24 months X \$7,708 = \$184,992; \$184,992 / 2 = \$92,496).

The parties acknowledge and agree that the Liquidated Damages Amount contemplated by this Section 9(a) is intended to repay compensation previously received by Coach Griffith under the premise that she 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 Griffith's services. Said Liquidated Damages Amount will be paid within thirty (30) days following the effective date of Coach Griffith termination of this Agreement.

- (b) **Termination Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to terminate the Agreement in any year by notification to Coach Griffith in writing, on or before June 30 ("Termination Date"). It is understood and agreed that termination does not require just cause or any cause.

In the event of termination without cause by University, Coach Griffith shall receive payment for the number of months remaining on the Agreement after the effective date times the Monthly Rate. For example, if the University terminates the Agreement with 20 months remaining, the liquidated damages for termination shall be One Hundred Fifty-Four Thousand One Hundred and Sixty Dollars (\$154,160) (i.e., \$7,708 X 20 months). Said liquidated sum will be paid within thirty (30) days following the termination date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach Griffith after the termination date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare

tax) only will be paid on said liquidated sum, and standard payroll deductions for Social Security and income tax will be withheld. Coach Griffith will also be paid on or before the Termination any and all amounts actually earned by Coach Griffith on or before the Termination Date.

10. Missouri Law

The laws of the State of Missouri shall govern this Agreement, including the Missouri Sunshine Law. Coach Griffith acknowledges that the Agreement is a public document under the Sunshine Law that University may release without prior notice to her.

11. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Memorandum of Understanding having been incorporated herein. This Agreement supersedes all prior agreements and amendments between the parties and may only be amended by a writing signed by the parties.

THE REST OF THIS PAGE INTENTIONALLY LEFT BLANK;
SIGNATURES TO FOLLOW ON THE FOLLOWING PAGE.

IN WITNESS WHEREOF, the parties have executed this Agreement with effective date as noted above.

**BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY**

Kasey Griffith

Clifton M. Smart, III
President

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1764-24

Approval of Employment Agreement for Joseph
“Joey” Hawkins, Head Coach of the University’s
intercollegiate baseball team

WHEREAS, the University desires to continue employ Joseph “Joey” Hawkins (“Coach Hawkins”) as the Head Coach of the University’s intercollegiate baseball team, and Coach Hawkins desires to continue such employment through June 30, 2027; and

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

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

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

Comments:

The Employment Agreement includes the following terms:

- A three-year term commencing on July 1, 2024, and continuing through June 30, 2027 (the “Term”). If, during the first year of the Term, the Team finishes the MVC regular season in second place or better *or* wins the MVC post-season conference tournament, the Term will automatically be extended for another one (1) year. If, during the second or third year of the Term, the Team finishes the Conference USA (“CUSA”) regular season tied for fourth place or better *or* wins the CUSA post-season conference tournament, the Term will likewise automatically be extended for another one (1) year.
- Base Salary – One Hundred Forty-Four Thousand Dollars (\$144,000.00).
- Achievement payments as outlined in Section 6(a) of the Employment Agreement:
 - In the event the team finishes as champions in the conference the University of part of during the Term, an additional \$2,500 will be paid for a conference championship.
 - In the event a post-season conference tournament is held, and the team is champion of that tournament, an additional \$2,500 will be paid.
 - In the event the baseball team is invited to appear in the NCAA post-season tournament, Coach Hawkins will be paid an additional \$700 for each game appearance as well as one of the following: \$5,000 if the team wins the NCAA Regional; \$10,000 if the teams wins the NCAA Super Regional; \$25,000 if the team advances to the NCAA Championship Series; or \$50,000 if the team wins the NCAA College World Series.
 - Coach Hawkins shall be paid the amount of \$500.00 for each year that the Team’s NCAA calculated APR meets or exceeds the NCAA APR score of 985.
 - In any year that Coach Hawkins is named the Conference Coach of the Year by the conference coaches or the conference media, Coach Hawkins will receive an additional \$2,500.00.
 - In the event the Team defeats an opponent who, at the time of competition, is ranked in the Top 25 by Baseball America and/or the USA Today Coaches Poll, Coach Hawkins shall receive an additional \$500.00 per such game won.
 - In the event the Team defeats an opponent who is a member of a Power 5 Conference, Coach Hawkins shall receive an additional \$500.00 per such game won.
 - If, during the Term, the average attendance for the season is 1,000 or greater, Coach Hawkins shall receive an additional One Thousand Dollars (\$1,000.00).
- The termination and/or cancellation of the Agreement is addressed in Sections 8 and 9 of the Employment Agreement. The University has the right to terminate the Employment Agreement for both cause and just cause, as defined in the Employment Agreement (Section 8). Coach Hawkins and the University both have the right to cancel the Employment Agreement without cause (Section 9). If Coach Hawkins terminates the Agreement in order to accept another NCAA Division I head coaching position, he will pay the University ½ of the remaining value of his Agreement as liquidated damages; otherwise, he owes

no liquidated damages (Section 9(a)). If the University terminates the Agreement without cause, it will pay Coach Hawkins a buyout equal to the remaining value of his Agreement.

- Remaining terms and conditions are consistent with other University employment agreements.

EXHIBIT A

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“Agreement”) is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, Springfield, Missouri, (“University”) and Joseph “Joey” Hawkins (“Coach Hawkins”) and is effective as of July 1, 2024 (“Effective Date”).

WITNESSETH:

WHEREAS, the University desires to employ Coach Hawkins as the Head Coach of the University’s intercollegiate baseball team (“Team”), and Coach Hawkins desires to serve in the position of the Head Coach of the Team under the terms and conditions set forth herein.

NOW, THEREFORE, in consideration of the promises, covenants, and agreements herein set forth, and for other good and valuable consideration, receipt of which is hereby acknowledged, the parties hereto covenant and agree as follows:

1. Term of Employment

- (a) **Term**. The University does hereby employ Coach Hawkins as the Head Coach of the Team for a three-year term commencing on July 1, 2024, and continuing through June 30, 2027 (“Term”), subject to extension, renewal or termination, on the terms and conditions hereinafter provided.
- (b) **Term Extension**. The Term of the Agreement shall be extended under the following circumstances:
 - (i) **MVC Success**. In the event that, at the conclusion of the 2024-25 season, the Team either finishes in second place or better in the Missouri Valley Conference (“MVC”) *or* wins the MVC post-season conference tournament, the Term shall be extended by one (1) additional year. For the avoidance of doubt, if the Team finishes in second place or better in the Missouri Valley Conference (“MVC”) *and* wins the MVC post-season conference tournament, the Term shall be extended by a total of one (1) additional year.

- (ii) **CUSA Success.** In the event that, at the conclusion of the 2025-26 or 2026-27 season, the Team finishes tied for fourth place or better in Conference USA (“CUSA”) *or* the Team wins the CUSA post-season conference tournament, the Term shall be extended by an additional one (1) year. For the avoidance of doubt, the Term may be extended under this Section 1(b)(ii) by only one (1) year for 2025-26 success and only one (1) year for 2026-27 success, even if the Team is successful as defined herein during both the regular season and the post-season conference tournament.
- (iii) **Mutual Agreement.** The Term may also be extended upon the mutual agreement of the parties, memorialized in a formal amendment to this Agreement.

2. Duties

During each year that the Agreement is in effect, Coach Hawkins shall be responsible for fulfilling the following duties:

- (a) **Head Baseball Coach.** Coach Hawkins shall well and faithfully serve the University in his total assignment, yet in regard to the position of his assignment relating to athletics and as Head Coach in the sport of baseball, he shall at all times devote his whole time, attention, and energies to the conduct and coaching of baseball on behalf of the University, and to the administration and management of his coaching staff and shall do and perform all services, acts, and things connected therewith as the Director of Athletics and the Associate Director of Athletics for the University shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a head coach in the sport of baseball.
- (b) **Other Activities Permitted.** Notwithstanding the foregoing provisions, Coach Hawkins shall be permitted to conduct camps or clinics for his sole benefit as further described herein, camp activities other than any University related camp, accept promotional endorsements and contracts (provided that such endorsements and contracts do not compete with the products or services offered by University’s sponsors or imply an endorsement on the part of the University), including but not limited to athletics sportswear, speaking engagements and commercials for his

sole benefit not inconsistent with this Employment Agreement and NCAA regulations and subject to University approval. Similarly, Coach Hawkins shall not permit his likeness, or any phrase identified with him to be used in a manner that is detrimental to the rights of University's multi-media rights holder or in competition with any of University's existing sponsors.

3. Compensation

Effective July 1, 2024, the University shall pay Coach Hawkins the following compensation:

- (a) **Base Salary.** On an annual basis, University shall pay Coach Hawkins One Hundred Forty-Four Thousand Dollars (\$144,000.00) (i.e., \$12,000 per month, base monthly rate, before withholdings) ("Base Salary"). For the duration of the Agreement, Coach Hawkins's Base Salary shall be subject to any and all across-the-board salary increases provided to University's other employees, including any across-the-board salary increases provided on or after January 1, 2025.
- (b) **Payment Via University's Standard Payroll Procedure.** Coach Hawkins' salary shall be paid in equal sums at such intervals as University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Base Salary as Total Guaranteed Compensation.** The compensation specified in Section 3(a) represents the total guaranteed compensation due and owing Coach Hawkins in consideration of his duties as University's Head Baseball Coach.
- (d) **Eligibility for Incentive Payments.** Coach Hawkins shall be eligible for additional incentive payments as specified in Section 6.

4. Additional Entitlements.

In addition to the compensation described in Section 3, Coach Hawkins shall receive the following entitlements:

- (a) **Workmen's Compensation Insurance.** The University will provide Workmen's Compensation insurance for payment of any medical expense, and compensation, as provided by the laws of the State of Missouri, if Coach Hawkins suffers an injury or incurs an occupational disease arising

out of and in the course of his employment. Compensability under such law is prescribed by state statute, and not by the University or by this contract.

- (b) **Retirement Fund.** The full contribution required for the Missouri State Employees Retirement System (“MOSERS”) will be paid by the University for Coach Hawkins' retirement account.
- (c) **Other Benefits and Privileges.** The benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach Hawkins. It is agreed that the terms and conditions in the Faculty Handbook will not be regarded as a part of this agreement, and that Coach Hawkins is not on tenure track and is not receiving tenure.

5. **Camp(s)**

University acknowledges that it is in the interest of the University to have a baseball camp(s) during the year. In this regard, Coach Hawkins (including through his limited liability company) may conduct a baseball camp(s), and if so for his own benefit, and the University shall make available University facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **University Fee Per Camp Enrollee.** Coach Hawkins agrees to pay the University the prevailing per person rate for each camp enrollee up to a maximum of 1,000 camp enrollees for the rental of Hammons Indoor Practice Facility and other campus facilities. Upon his request, the University will give Coach Hawkins the current prevailing rate. The University agrees to provide Coach Hawkins, upon his request, with notice of any expected increase in the prevailing rate by the preceding by December 31 prior to the fiscal year the increase will be effective. If Coach Hawkins does not utilize University-owned or leased facilities for the conduct of his camps, no per camp enrollee fee will be assessed by University.
- (b) **Insurance Obligations.** Coach Hawkins agrees to secure commercial general liability insurance to cover the operation of the camp. Such policy limits insurance shall be in amounts no less than

Five Hundred Thousand Dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity on the part of University. Coach Hawkins agrees to increase the liability limits if requested by the University as a result of a change in Missouri law.

- (c) **Mandated Reporter Training.** Coach Hawkins will attend and require his staff to attend any University-required mandated reporter trainings prior to conducting any baseball camps.
- (d) **Use of University's Athletic Facilities.** Coach Hawkins shall be entitled to use the Hammons Indoor Practice Facility under this Section 5. Other University facilities may also be used in conducting baseball camps, subject to scheduling and availability. Coach Hawkins shall work with the University's Director of Athletics to schedule use of these other athletic facilities.
- (e) **Use of University's Housing System.** Coach Hawkins shall be given access to the University's residency housing system for use in conjunction with the baseball camps, provided that he shall pay the-then current daily rate charged by the University's Department of Residence Life, Housing, and Dining Services for each camp enrollee. The University agrees to provide Coach Hawkins, upon his request, with notice of any increase in residence hall rates for the subsequent year by the preceding December 31.
- (f) **No Guarantee as to Number of Camp Participants.** Coach Hawkins does not guarantee any number of baseball camp participants or enrollees.
- (g) **Registration Fee, Revenue for Baseball Camps.** The registration fee for each enrollee shall be established by Coach Hawkins. Coach Hawkins shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 5(a) and (e).
- (h) **Use of University Name, Logos in Camp Brochures.** Coach Hawkins may use the University names, logos, and depictions in camp brochures and similar camp documentation.
- (i) **Audit Right of University.** As it is the responsibility of the University to ensure that it is meeting NCAA rules and compliance responsibilities concerning sports camps, Coach Hawkins shall

provide all camp records to athletics administrators or other university administrators when requested, or as otherwise required by law. Examples of such records may include, without limitation, rosters, applications, free or discounted admissions, bank statements, expense records, and payroll records.

6. Other Compensation and Incentives

- (a) Achievement Payments.** Coach Hawkins shall be entitled to receive certain payments (before taxes) if the Team performs to certain levels of achievement.
 - (i) Regular Season Conference Champions or Co-Champions.** In the event the Team finishes as regular season champions or co-champions in any Conference the University is part of during the Term, an additional Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Hawkins.
 - (ii) Conference Post-Season Tournament.** In the event a post-season conference tournament is held, and the Team is champion of that tournament, an additional Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Hawkins.
 - (iii) NCAA Baseball Tournament.** In the event the Team is invited to appear in the NCAA post-season tournament, Coach Hawkins will be paid an additional Seven Hundred Dollars (\$700.00) for each game appearance as well as one of the following: Five Thousand Dollars (\$5,000.00) if the Team wins the NCAA Regional; Ten Thousand Dollars (\$10,000.00) if the Team wins the NCAA Super Regional; Twenty-Five Thousand Dollars (\$25,000.00) if the Team advances to the NCAA Championship Series; or Fifty Thousand Dollars (\$50,000.00) if the Team wins the NCAA College World Series.
 - (iv) Academic Progress Rate (“APR”).** Coach Hawkins will be paid the amount of Five Hundred Dollars (\$500.00) for each year that the Team’s NCAA calculated APR meets or exceeds the NCAA APR score of 985.

- (v) **Conference Coach of the Year.** In any year that Coach Hawkins is named the Conference Coach of the Year by the conference coaches or the conference media, he will be paid an additional Two Thousand Five Hundred Dollars (\$2,500.00).
- (vi) **Wins Versus Top 25 Opponent.** In the event the Team defeats an opponent who, at the time of competition, is ranked in the Top 25 by Baseball America and/or the USA Today Coaches Poll, Coach Hawkins shall receive an additional Five Hundred Dollars (\$500.00) per game won.
- (vii) **Win Versus Power 5 Conference Opponent.** In the event the Team defeats an opponent who is a member of a Power 5 Conference, Coach Hawkins shall receive an additional Five Hundred Dollars (\$500.00) per game won.
- (viii) **Attendance.** If, during the Term, the average attendance for the season is 1,000 or greater, Coach Hawkins shall receive an additional One Thousand Dollars (\$1,000.00).
- (ix) **Timing of Incentive Payments.** All such achievement payments will be paid to Coach Hawkins within thirty (30) days of the dates earned and shall be paid even if the Agreement is terminated by either party for any reason.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach Hawkins while recruiting or on official business for the University's baseball or athletics program will be paid/reimbursed to Coach Hawkins, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.
- (c) **Use of Automobile.** University shall furnish Coach Hawkins with an automobile, pursuant to a lease agreement with the University, for his business and personal use for the duration of this Agreement, as long as the University and/or the Foundation receives such a vehicle via a trade-out with an automobile dealer in relation to a membership in The Bears Fund. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile. Coach Hawkins shall be responsible for ensuring that the automobile is insured with

policy limits acceptable to the University, and the University shall pay/reimburse Coach Hawkins all insurance and maintenance costs associated with his use of the automobile. If a courtesy vehicle is not available for Coach Hawkins' use, the University shall instead provide him with a gross monthly car allowance of Six Hundred Dollars (\$600.00).

- (d) **Tax Withholding on Fringe Benefit Programs.** The University will only withhold taxes, FICA and MOSERS retirement benefits if required by law on the fringe benefit programs on all payments made to Coach Hawkins, unless authorized in writing by Coach Hawkins.

7. Professional and Moral Conduct Required

It is understood Coach Hawkins is being employed by University, which is a member institution of the National Collegiate Athletic Association ("NCAA"), for the purpose of administering, conducting, and coaching the Team. Accordingly, Coach Hawkins agrees he will diligently conduct the baseball program under his direction in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- (a) Coach Hawkins will make best efforts to ensure that the Team's student-athletes comport themselves with honesty and sportsmanship at all times.
- (b) Coach Hawkins shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract.
- (c) Coach Hawkins shall not knowingly participate in the management, coaching, officiating, supervision, promotion, or player selection of any all-star contest involving student-athletes that is not certified by the NCAA's Extra Events Committee.
- (d) Except as is ordinarily done by a baseball coach at a university, Coach Hawkins shall not represent a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

(e) Coach Hawkins is required to provide a written detailed account annually to the University President for all athletically-related income and benefits from sources outside the University. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships; and
- Complimentary ticket sales

Coach Hawkins acknowledges that he has an affirmative obligation to cooperate fully in the NCAA/University infraction process, including the investigation and adjudication of a case of infraction. Furthermore, the Parties recognize that if Coach Hawkins is found in violation of NCAA regulations, he may be subject to disciplinary or corrective actions as set forth in the provisions of the NCAA infractions process, including suspension without pay and/or termination of employment under Section 8(b).

8. Termination.

(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, 2027).

(b) **Termination for Incapacity; Cause.** The Agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:

(i) **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach Hawkins becomes totally disabled within the meaning of the University's disability insurance for employees of Coach Hawkins staff classification so that he qualifies under the University's long-term disability plan, or if Coach Hawkins becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents Coach Hawkins from performing his duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs

under this Section due to permanent disability at a time when Coach Hawkins's University disability plan benefits are not sufficient to fund his compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach Hawkins receives his full compensation.

- (ii) **For Just Cause.** The term "just cause" will be defined consistent with Missouri law. Just cause may include, but is not limited to, a material breach of this Agreement, misconduct, conduct that the University reasonably determines is unbecoming to a head coach and reflects poorly on the University, conduct that causes embarrassment to the University, moral turpitude, dishonesty, gross negligence, insubordination, criminal charges being brought against Coach Hawkins, dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, major infractions of NCAA rules and regulations, prolonged absence from duty without the consent of the Athletic Director, and/or willful disregard for the welfare and safety of University's student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach Hawkins notice in writing of the cause alleged, and an opportunity to be heard.
- (iii) **Effect of Termination for Just Cause.** In the event the University terminates Coach Hawkins's employment, under Section 8(b)(ii) above, Coach Hawkins shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. He will, however, be entitled to all compensation and achievement payments earned through the date of termination.

9. Termination Without Cause by the Parties

- (a) **Termination Without Cause by Coach Hawkins.** Coach Hawkins may terminate the Agreement without cause 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, except that no Liquidated Damages will 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 Monthly Base Salary amount is defined as Twelve Thousand Dollars (\$12,000.00). The Liquidated Damages Amount is calculated by multiplying the number of months remaining in the Employment Agreement by the 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 Dollars (\$216,000.00) (i.e., $36 \text{ months} \times \$12,000 = \$432,000$; $\$432,000 / 2 = \$216,000$). If Coach Hawkins terminates the Agreement with 24 months remaining, the Liquidated Damages Amount would be One Hundred Forty-Four Thousand and Dollars (\$144,000.00) (i.e., $24 \text{ months} \times \$12,000 = \$288,000$; $\$288,000 / 2 = \$144,000$).

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.

- (b) **Termination Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to terminate the Agreement in any year by notification to Coach Hawkins in writing, on or before June 30 ("Termination Date"). It is understood and agreed that termination does not require just cause or any cause.

In the event of termination without cause by University, Coach Hawkins shall receive payment for the number of months remaining on the Agreement after the effective date times the base

monthly rate. For example, if the University terminates the Agreement with twenty (20) months remaining, the liquidated damages for termination shall be Two Hundred Forty Thousand Dollars (\$240,000.00) (i.e., \$12,000 X 20 months). Said liquidated sum will be paid within thirty (30) days following the termination date and will be in full and complete satisfaction of all amounts which would be otherwise payable to Coach Hawkins after the termination date. MOSERS retirement will not be paid on the liquidated sum. Social Security (FICA, Medicare tax) only will be paid on said liquidated sum, and standard payroll deductions for Social Security and income tax will be withheld. Coach Hawkins will also be paid on or before the Termination any and all amounts actually earned by Coach Hawkins on or before the Termination Date.

10. Missouri Law

The laws of the State of Missouri shall govern this Agreement, including the Missouri Sunshine Law. Coach Hawkins acknowledges that the Agreement is a public document under the Sunshine Law that University may release without prior notice to him.

11. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Memorandum of Understanding having been incorporated herein. This Agreement supersedes all prior agreements and amendments between the parties and may only be amended by a writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement with effective date as noted above.

**BOARD OF GOVERNORS OF
MISSOURI STATE UNIVERSITY**

Joseph “Joey” Hawkins

Clifton M. Smart, III
President

VIII.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

FACULTY POLICIES NO. 145-24
Approval of No Revisions to
the Faculty Handbook

WHEREAS, the Provost, the Faculty Senate, the Faculty Handbook Revision Committee, and the General Counsel believe that there are no revisions necessary for the Faculty Handbook.

WHEREAS, with no changes to the Faculty Handbook, we ask that the Board of Governors adopt the current handbook as is, with no revisions whatsoever.

NOW, THEREFORE, BE IT RESOLVED that the Faculty Handbook be approved as submitted.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

EXECUTIVE SUMMARY:

Review was delayed one year due to realignment of the colleges.

15.2.2.3.2. Seven-Year Review of the Faculty Handbook

The Committee shall conduct a complete review and revision of the Faculty Handbook every seven years. In all cases, the Committee shall seek to reach a reasoned consensus. The Committee shall file a report with the Faculty Senate in a timely fashion stating the Committee's recommended action.

Student Affairs Report
Missouri State University Board of Governors
June 21, 2024

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

Campus Recreation:

- Campus Recreation received recognition from NIRSA (National Intramural Recreational Sports Association) for their involvement in the National College Champ Series. Specially, Missouri State assisted by supplying teams, officials, and committee members/chairs to the 2024 NIRSA National Basketball Championships at University of Wisconsin-Madison in Madison, Wisconsin. This event brought together 624 students from 60 teams representing 48 institutions. IRSA National Championship events leave a lasting impact on student-athletes, promoting self-efficacy, positive sporting behavior, leadership, communication skills, and overall well-being. These experiences contribute significantly to student success and highlight the importance of experiential learning opportunities.
- Campus Recreation was announced as the grand winner of BSN Sports contest for apparel. The Recreational Sports program will be awarded 750+ free Intramural Champion shirts for the 24-25 academic year.
- Recreational Sport participation numbers increased by 439 students this spring compared to last. Additionally, this resulted in 54 additional teams taking part in the competition.

Dean of Students Areas:

- **Dean of Students Office**
 - The search process has started for our first full-time Coordinator, Student Care & Support (case manager) position in the Dean of Students Office.
 - There were 38 meetings with students in need of free legal assistance this year.
- **Oldham Family Veteran Student Center**
 - The staff processed over \$3.7 million in GI Bill® benefits and assisted/processed over \$576K in tuition assistance funding for fall 2023 and spring 2024.
 - The Oldham Family Veteran Student Center staff participated in an audit in March 2024 (Compliance Survey), conducted by the Veteran Affairs (VA) every 3-4 years, and received a 100% (zero discrepancies) after reviewing 39 students randomly selected 10 days prior to the audit campus visit. Several hundred documents were provided to the VA for the audit.
- **Career Center**
 - The Career Center is partnering with local employers (Talent Acquisition Managers) who hire early career talent. It's a new organization called 417NET. Examples of participating employers: Bass Pro, Associated Electric, Vital Farms, CoxHealth, Big Cedar Lodge, Jack Henry, Keep Supply, O'Reilly Auto Parts.
 - The Center recently signed an agreement with "Make it Momentous" in creating a 2024-2025 MSU Career Guide. This comprehensive resource will assist students, faculty, staff, and highlight local employers. The inaugural edition is planned for October 2025.
 - Career Center staff participated in the Access 24 Virtual Handshake Conference. This free conference offered a variety of relevant topics for Career Services professionals. Examples include: "Skills-based hiring and the college degree;" "Engaging early and often: strategies from leading career centers;" and much more.
 - The Center created the Boomer's Career Plan Checklist. Partnered with SGA to better understand student needs and perspectives related to career development. They integrated

- student feedback and created a helpful one-page checklist to streamline students' career development.
 - In partnership with the MSU School of Nursing, we hosted a virtual resume review event for the Bachelor of Science in Nursing (BSN) program to help streamline the BSN application process as the program expands in 2024-2025.
 - Recently hired and are training a new Career Resources Specialist for RCASH for the School of the Arts, School of Communication, and Darr College of Agriculture.
- **Orientation & Transition Programs**
 - As of 6.10.24, there are 2,338 students registered for SOAR (Summer Orientation, Advising and Registration).
 - We have 48 SOAR Leaders this summer
 - As of 6.10.24, there are 211 students registered for URSA.
- **Office of Student Conduct**
 - A search for an Assistant Director of Student Conduct was successfully completed and the new Assistant Director will start on August 1st, 2024.
 - The Office of Student Conduct staff facilitated over 35 educational and outreach programs and presentations during the 2023-2024 academic year.
 - The Office of Student Conduct staff created and facilitated a weekly social media campaign titled, "What Would Boomer Do" Wednesdays. OSC staff developed scenarios surrounding the Code of Student Rights and Responsibilities and the conduct process. These were posted weekly on Instagram for students to select the correct answer about what Boomer would do in those situations. This program engaged on average 50-60 students per week.

Magers Health and Wellness Center:

- We were sad to transition our pharmacist in charge, Randy Bass, who has retired after 21+ years of service. He has been a critical part of the Magers team. He provided excellent customer service, clinical pharmaceutical expertise and many stories that will be long remembered by the Magers staff.
- We are very excited to welcome Ashley Wright as the new pharmacist in charge. Ashley comes to us with 20+ years of pharmacy experience. Her business and pharmaceutical knowledge will be a much-added value to our organization. In addition, she is highly revered for her customer service skills.
- We welcome two psychiatric nurse practitioners to Magers: Gwen Broyles and Zachary Dampier. These excellent providers will improve our mental health offerings to the Magers Health and Wellness Services.
- Employee and Student Wellness signature event, De-Stress Fest, was held on spring study day at Magers Health and Wellness. This event allows faculty, staff, and students to receive a free 10-minute massage, offered by 6 professionals all throughout the day.

Plaster Student Union:

- The Bear Pantry has relocated from University Hall to the Plaster Student Union. The new location (PSU 140) will allow for consolidation of the staff and unit to one facility and for greater storage opportunities to serve MSU students. The Center for Community Engagement also launched new software (PantrySoft) to use for the Bear Pantry. This new software will allow for true inventory management and for students to place pantry orders online.
- Applications for esports scholarships launched on June 3. As part of the selection process, interested students will submit an application, participate in tryouts, and meet with esports staff. Team selection is slated to be completed by the end of July. Sixteen scholarships valued at \$1,500 each will be awarded for students competing in the Missouri Valley Conference Esports League.

- The spring 2024 Fraternity & Sorority Life Programming report has been completed. During the spring semester, FSL members completed over 11,000 service hours, donated almost \$28,000 dollars to charities and 261 members earned a 4.0 GPA.

Residence Life, Housing and Dining Services:

- We currently have 3,778 active housing applications for the fall semester. 3,305 students have received their room assignments. Our next round of assignments will be completed at the end of June.
- Residence Life hosted the Upper Midwest Region of the Association of College and University Housing Officers' (UMR-ACUHO) annual summer meetings on the Missouri State campus. Housing professionals from around the Midwest were on campus to plan ongoing activities and prepare for the Annual conference
- In a survey of Living Learning Community (LLC) residents that was conducted in April 2024, 67.23% of respondents indicated that they agreed/strongly agreed that their college experience was improved by participating in their living-learning community.
- The STEM LLC will have 2 co-enrolled courses as a pilot for the Fall 2024 semester, moving the LLC program more towards a high impact practice.
- Both Creative Minds (arts focus) and Leadership LLC have been expanded for the year 2024-2025 due to strong interest.

Student Support and Opportunity:

- **Multicultural Graduation Reception**
 - 51 Domestic students (including Bears Lead, Access, TRIO, and other students representing multicultural student organizations) and 43 International students were recognized.
- **Bears Lead**
 - 143 first-year students participated in the program.
 - 53 second-year students participated in the program.
 - 80 students on Dean's List
 - 3.03 average semester GPA
 - 3.25 average cumulative GPA
- **Multicultural Programs**
 - History & Heritage Month Programs: 40 programs held and 2017 participants
 - Additional value-added Programs: 17; over 1000 participants
 - Educational Trainings & Workshops: 26; 952 participants
 - Intersectional Book Club: Read 6 books; 20 student participants
 - Awarded Black Tie Grant to assist with transition closet and identity-affirming resources.
- **TRIO Upward Bound**
 - 80% of all students ended the academic year with 2.5 GPA or higher
 - 75% of the graduating class of 2024 will be MSU Bears in the fall using the TRIO ACCESS Scholarship.
 - 170 hours of documented direct services per student during the academic Year.
 - Secured \$16,500 in foundation/ grant funds to off-set summer costs.
- **Inclusive Excellence Scholarship Program**
 - 4894 Service Hours Completed by scholars 2023-2024 academic year
 - 60.4% Retention of 1st year participants from 22-23 to 2023-2024.

University Bookstore:

- **May Commencement (at the Bookstore & Team Store)** – We sent our graduates off with a final 20% discount on BearWear, souvenirs and grad frames on commencement day. In the bookstore we sold \$15,000 worth of product, and at the Team Store in the Great Southern Bank Arena, sold

an additional \$8,000. Grad frames were a big hit with graduates as we sold over 30 frames on commencement day! Was a wonderful day for the stores, as well as our new Missouri State Alumni and their families ... Go Bears!

- **End of Spring – BuyBack/Rental Check-In** – The bookstore successfully ended the spring semester with a strong buyback/rental return week. We experienced a very high percentage of rental book returns, 85% by the May 10 due date. As for the buy-back, we spent approximately \$40,000 purchasing textbooks from our students during this time, and over 50% of the books we bought back will remain in the store for the coming summer and fall terms. This not only provides a higher payment amount to the students selling but will also allow for more used books to be available for our students to purchase in the coming terms, saving them money on the cost of books – win/win!
- **Bookstore Annual Tent Sale** – From the end of April through early May, the bookstore held its annual tent sale event. Total clothing sales during this week were over 55k with the retail value of clothing sold being 115k. Discounts started at 50% off and ended the week at 75% off. A huge savings opportunity for all our customers, and a terrific way for the bookstore to move out the last of our remaining inventory to make room for the new products to come in over the summer and into the new academic year. Ending the academic year on a high note for all, in BearWear!

Respectfully submitted by,



Dr. Dee Siscoe,
Vice President for Student Affairs



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2024 THROUGH MAY**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2024 through the month of May.

PROJECT HIGHLIGHTS

- **Kevin Mickus**, Distinguished Professor of the School of Earth, Environment and Sustainability, received **\$275,996** from the **National Geospatial-Intelligence Agency** to collect gravity and magnetic data in a region of southeastern Egypt where no such data exists. The data will be collected by the Egypt Geological Survey and Missouri State University and will be used to construct gravity anomaly maps and models to determine the Lithospheric structure of this region.
- **Karen Engler**, Clinical Professor of the School of Special Education, Leadership and Professional Studies, received **\$122,900** from the **US Department of Education** through the **Missouri Department of Elementary and Secondary Education** to increase the number of teachers with Missouri teaching certification in Deaf and Hard of Hearing (birth – grade 12).
- **Allen Kunkel**, Associate VP for Economic Development and Director of the Jordan Valley Innovation Center, received **\$2,000,000** from the **US Department of Housing and Urban Development** to construct corporate research labs and offices for 3 to 4 additional corporate research partners to collaborate with Missouri State University and various federal agencies to conduct cutting edge research and technology development.

RESULTS

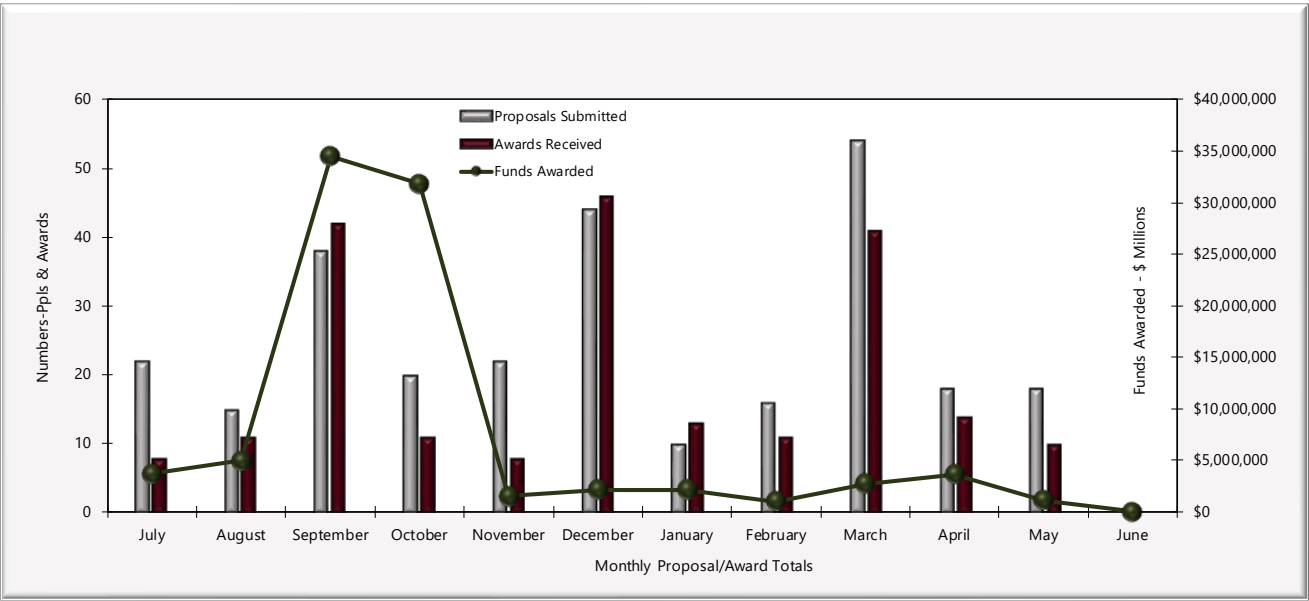
As of the end of May, the University has submitted 277 proposals for support of university-based projects. To date, 215 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$89.3 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$1.1 million in ARPA funding that is not reflected in this report.

Key Indicators	Activity for FY 2024	% Change from FY 2023
Proposals Submitted	277	0%
Funds Requested	\$84,925,199	-24%
Named Investigators	101	-14%
Grants & Contracts Awarded	215	-10%
Funds Awarded	\$89,356,992	-12%

External funding activity so far in FY 2024:

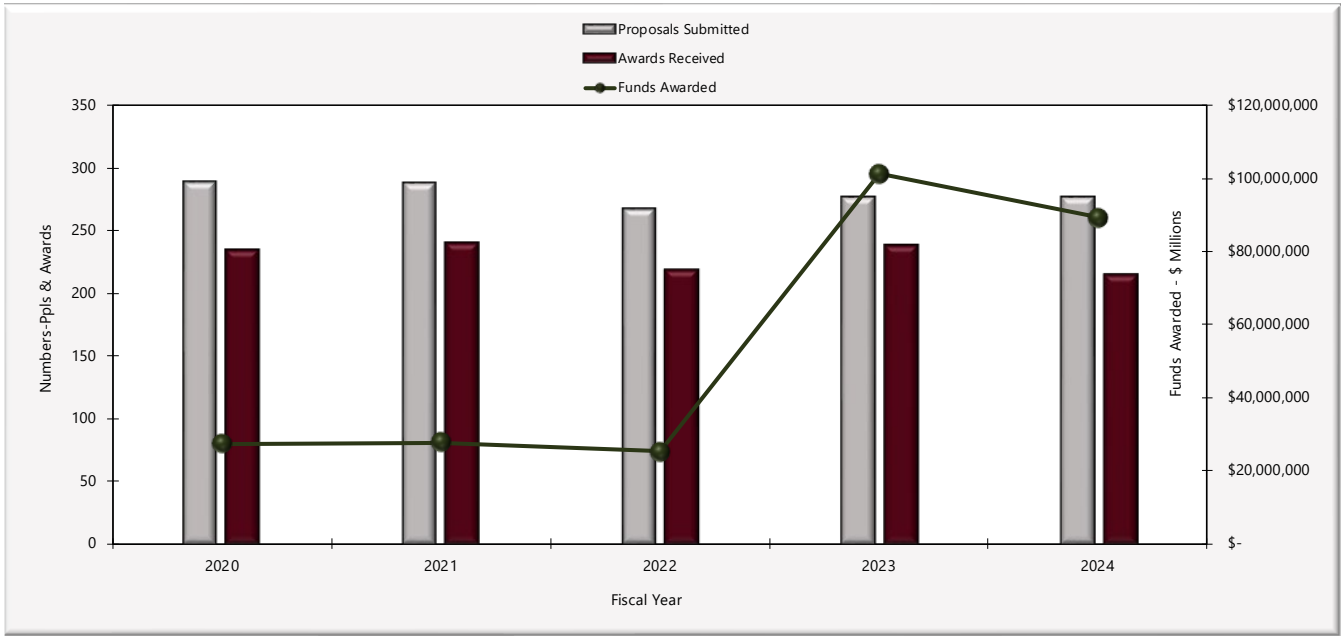
Sponsored Program Activity FY 2024

Month	Proposals Submitted	Total Awards	Dollars Awarded
July	22	8	\$3,726,641
August	15	11	\$4,961,541
September	38	42	\$34,524,404
October	20	11	\$31,799,961
November	22	8	\$1,531,545
December	44	46	\$2,152,405
January	10	13	\$2,165,761
February	16	11	\$1,013,981
March	54	41	\$2,739,921
April	18	14	\$3,622,955
May	18	10	\$1,117,877
June	0	0	\$0
	277	215	\$89,356,992



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of May (FY 2020 - FY 2024)									
Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2020	290	32	0	3	42	157	234	\$ 50,622,459	\$ 27,369,523
2021	289	41	0	1	38	159	240	\$ 70,173,873	\$ 27,615,260
2022	268	34	1	0	33	149	218	\$ 89,098,200	\$ 25,225,270
2023	277	46	1	6	34	148	238	\$ 112,297,166	\$ 101,323,265
2024	277	39	0	5	38	133	215	\$ 84,925,199	\$ 89,356,992



Grant and contract activity for FY 2024, through May:

Missouri State University
FY 24 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Submit	Contracts / Awards	Award \$	Grants / Submit	Contracts / Awards	Award \$
ADMIN - Administrative Services	4	0	7	0	4	8	\$ 28,490,051	3	5	\$ 34,985,051
CGP - Community & Global Partnerships	5	0	4	0	17	14	\$ 1,097,500	15	13	\$ 1,097,500
CASE - Center for Applied Science & Engineering	3	0	3	0	13	10	\$ 28,375,926	10	9	\$ 28,375,926
CBED - Center for Business & Economic Development	3	0	3	0	8	7	\$ 877,990	6	5	\$ 902,990
CBLs - Center for Biomedical & Life Sciences	0	0	0	0	0	0	\$ -	0	0	\$ -
ILTC - International Leadership & Training Center	3	0	3	0	5	5	\$ 895,441	4	4	\$ 895,441
JVIC - Jordan Valley Innovation Center	2	0	2	0	11	10	\$ 2,807,226	10	10	\$ 2,807,226
SBDC - Small Business Development Center	2	0	1	0	9	8	\$ 557,492	9	8	\$ 557,492
CNAS - College of Natural & Applied Sciences	1	48	1	20	94	36	\$ 9,210,859	61	31	\$ 2,715,859
BSFS - Bull Shoals Field Station	0	1	0	1	3	3	\$ 3,793	3	3	\$ 3,793
CRPM - Center for Resource Planning & Management	3	0	1	0	9	6	\$ 745,253	6	5	\$ 695,253
OEWR - Ozark Environmental Water Research Institute	3	2	2	2	25	18	\$ 950,984	14	9	\$ 950,984
COB - College of Business	0	2	0	2	2	2	\$ 191,670	2	2	\$ 191,670
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
COE - College of Education	1	13	1	9	31	23	\$ 2,925,504	29	23	\$ 2,925,504
ATLL - Agency for Teaching, Leading and Learning	1	0	1	0	6	5	\$ 3,645,655	6	5	\$ 3,645,655
IPT - Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
ISI - Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
DCOAG - William H. Darr College of Agriculture	1	10	1	6	18	14	\$ 1,178,051	15	13	\$ 1,178,051
CGB - Center for Grapevine Biotechnology	0	1	0	1	1	1	\$ 25,000	1	1	\$ 25,000
MVEC - Mid-America Viticulture & Enology Center	1	2	1	2	5	7	\$ 106,542	4	5	\$ 106,542
EVP - Office of the Executive Vice President	0	0	0	0	0	0	\$ -	0	0	\$ -
GRAD - Graduate College	0	1	0	0	1	0	\$ -	1	0	\$ -
INFO - Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
LIB - Libraries	0	1	0	1	1	1	\$ 1,300	1	1	\$ 1,300
MCHHS - McQueary College of Health & Human Services	4	16	3	12	32	26	\$ 3,106,959	26	22	\$ 3,106,959
AHEC - Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 306,741	8	8	\$ 306,741
OPHI - Ozarks Public Health Institute	1	0	1	0	4	4	\$ 844,276	4	4	\$ 844,276
RSTATS - RStats Institute	1	0	0	0	1	0	\$ -	0	0	\$ -
OIE - Office of Inclusive Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
PRES - Office of the President	0	0	0	0	0	0	\$ -	0	0	\$ -
PROV - Office of the Provost	2	1	1	0	4	1	\$ 64,394	2	0	\$ -
RCASH - Judith Enyeart Reynolds College of Arts, Social Sciences & Humanities	1	12	0	7	18	10	\$ 796,624	13	10	\$ 821,624
CAR - Bernice S. Warren Center for Archaeological Research	0	1	0	1	12	11	\$ 685,165	12	11	\$ 685,165
CDR - Center for Dispute Resolution	0	0	0	0	0	0	\$ -	0	0	\$ -
CWCCC - Center for Writing in College, Career & Community	0	0	0	0	0	0	\$ -	0	0	\$ -
SA - Student Affairs	3	0	2	0	3	2	\$ 96,591	0	0	\$ -
CCE - Center for Community Engagement	1	0	1	0	2	1	\$ 160,985	2	1	\$ 321,970
WP - West Plains Campus	4	2	4	1	11	8	\$ 1,209,020	10	7	\$ 1,209,020
TOTAL	51	113	44	65	358	249	\$ 89,356,992	277	215	\$ 89,356,992

* 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.

XI.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1615-24

Approval of bids and award of a contract to renovate the first and second floors at Kings Street Annex

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of KCI Construction in the amount of One Million Six Hundred Seventy-six Thousand and 00/100ths dollars (\$1,676,000.00) for the base bid plus alternate 1 to renovate the first and second floors at Kings Street Annex be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$65,750.00
Construction Costs	\$1,676,000.00
Other Construction Costs	\$39,181.01
Project Administration	\$60,000.00
Construction Contingency	\$293,068.99
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$16,000.00
Relocation Costs	\$0.00
Total Project Budget	\$2,150,000.00
Funding Source	
Kings Street Annex Renovation budget	\$2,150,000.00
Total Funding Source	\$2,150,000.00

BE IT FURTHER RESOLVED that this be paid from the Kings Street Annex Renovation budget funded by the One-Time Funding – Provost budget and FY25 Operating Maintenance and Repair budget.

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

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone

Secretary to the Board

COMMENTS:

The bids received on this project are as follows:

Contractor	Base Bid	Alternate 1	Total (Base Bid + Alt. 1)
KCI Construction	\$879,393.00	\$796,607.00	\$1,676,000.00
DeWitt & Associates, Inc.	\$919,000.00	\$780,000.00	\$1,699,000.00
MSI Constructors	\$800,000.00	\$991,000.00	\$1,791,000.00
Bales Construction Co., Inc.	\$990,800.00	\$860,000.00	\$1,850,800.00

This project renovates Kings Street Annex for the Psychology Program and includes new ceilings, lights, paint, and flooring on both first and second floors. A classroom wall will be removed to create an open student area. Additionally, two student study rooms and two new offices will be added, the restroom on the first floor will be updated for ADA compliance, and the heating system and mechanical, electrical, and plumbing will be modified as required to accommodate the new spaces. Work is scheduled to be completed during the fall 2024 semester.

Alternate 1 connects the building to the campus steam system and replaces the variable air volume boxes. It is recommended that this alternate be accepted.

Other construction costs include asbestos abatement on the first and second floors.

This project will be paid from the Kings Street Annex Renovation budget funded by the One-Time Funding – Provost (\$1,350,000.00) budget and FY25 Operating Maintenance and Repair (\$800,000.00) budget.

XII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

FINANCE NO. 1110-24
Approval of FY25
Internal Operating Budget

BE IT RESOLVED by the Board of Governors for Missouri State University that the Internal Operating Budget for the year ending June 30, 2025, consisting of:

\$209,312,954 Budgeted operating revenue
\$124,753,421 Budgeted non-operating revenue
\$320,877,759 Budgeted Expenses
(\$12,443,531) Budgeted Transfers
\$65,507 Budgeted non-recurring allocations

be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non- Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non- recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non- recurring allocations)
Springfield Campus							
Operating Fund	\$ 124,117,584	\$ 109,040,197	\$ 220,803,978	\$ (12,416,566)	\$ (62,763)	\$ 65,507	\$ 2,744
Total Designated Funds	23,489,547	3,563,157	26,414,218	(374,937)	263,549	-	263,549
Total Auxiliary System Fund	54,716,989	4,025,531	59,262,114	829,376	309,781	-	309,781
Total Springfield Campus	202,324,120	116,628,885	306,480,311	(11,962,127)	510,568	65,507	576,075
West Plains Campus							
Operating Fund	4,937,146	7,618,536	12,460,937	(94,288)	457	-	457
Total Designated Funds	-	485,000	778,379	(21,266)	(314,645)	-	(314,645)
Total Auxiliary System Fund	2,051,688	21,000	1,158,133	(365,850)	548,705	-	548,705
Total West Plains Campus	6,988,834	8,124,536	14,397,449	(481,404)	234,517	-	234,517
Total Budget	\$ 209,312,954	\$ 124,753,421	\$ 320,877,759	\$ (12,443,531)	\$ 745,085	\$ 65,507	\$ 810,592

*Budgeted Operating Revenues are net of \$40,075,067 of scholarships.

Lynn Parman
Board Chair

Passed at Meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

The FY25 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

The FY25 Internal Operating Budget can be found at:
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

**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 May</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>	

Annual Gifts	FY 23	6,986	\$206,027	122	\$606,968	7,108	\$812,995	78,249	\$9,280,534	FY 23
	FY 24	4,285	\$156,574	83	\$433,589	4,368	\$590,163	72,828	\$8,928,593	FY 24

Capital Facilities	FY 23	9	\$1,229	4	\$130,000	13	\$131,229	243	\$3,714,002	FY 23
	FY 24	14	\$845	1	\$100,000	15	\$100,845	227	\$18,109,825	FY 24

One Time Gifts	FY 23	0	\$0	9	\$666,558	9	\$666,558	140	\$8,644,751	FY 23
	FY 24	0	\$0	15	\$4,802,500	15	\$4,802,500	163	\$7,732,538	FY 24

TOTALS	FY 23	6,995	\$207,256	135	\$1,403,526	7,130	\$1,610,782	78,632	\$21,639,287	FY 23
	FY 24	4,299	\$157,419	99	\$5,336,089	4,398	\$5,493,508	73,218	\$34,770,956	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 05/31/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 05/31/2024	TOTAL 07/01/2022 TO 05/31/2023
ALUMNI	\$72,071	\$7,084,169	\$740,764	\$255,807	\$331,821	\$8,524,691	\$3,932,999
FRIENDS	10,370	1,769,346	425,270	967,232	159,900	\$3,332,118	3,681,039
PARENTS	1,350	78,409	7,285	99	11,301	\$98,444	216,034
FOUNDATIONS	8,200	13,407,984	1,495,375	0	0	\$14,911,559	2,718,704
ORGANIZATIONS	31,950	1,115,078	1,412,804	11,658	0	\$2,571,490	5,120,201
BUSINESSES	15,699	1,421,863	215,341	3,013,448	666,303	\$5,332,654	5,970,310
GIFT TOTAL	\$139,640	\$24,876,849	\$4,296,839	\$4,248,244	\$1,169,325	\$34,770,956	\$21,639,287

**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 07/01/2023 TO 05/31/2024	TOTAL 07/01/2022 TO 05/31/2023
DEFERRED GIFTS	1,000,000	0	1,984,641	0	\$ 2,984,641	\$ 6,222,002

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$82M

	NUMBER OF DONORS 07/01/2023 TO 05/31/2024	NUMBER OF DONORS 07/01/2022 TO 05/31/2023
ALUMNI	5,931	6,070
FRIENDS	11,242	11,747
PARENTS	465	552
FOUNDATIONS	55	55
ORGANIZATIONS	324	307
BUSINESSES	713	722
TOTAL	18,730	19,453

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1765-24
Approval of Amendments to the
Employee Handbook for
Administrative, Professional and
Support Staff employees and related
policies

WHEREAS Administration recommends that certain revisions be made to the *Employee Handbook for Administrative, Professional and Support Staff* ("Employee Handbook"); and

WHEREAS, specifically, some revisions to the Employee Handbook are needed due to changes in operating procedures, clarification, process improvement, and overall ongoing changes to the handbook; and

WHEREAS, as a result of the proposed revisions to the Employee Handbook, similar revisions to the *Faculty Handbook*, the Medical Plan, the Dental Plan, and/or other group insurance agreements may be required in order to ensure consistency and accuracy across these documents.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Employee Handbook be revised in accordance with Attachment A; that the *Faculty Handbook*, Medical Plan and Dental Plan, and/or other group insurance agreements, be revised as necessary to ensure consistency between said documents and the Employee Handbook; and that the President and the Vice President for Administration and Finance be granted authority to correct any typographical, grammatical, and formatting errors appearing from time to time to retain accuracy and consistency, to revise sections within the Handbook to provide clarification or process improvement, to revise other University procedures and plan documents to allow the application of the above handbook changes, and to ensure compliance with applicable law.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS: Sections of the Employee Handbook have been updated to reflect current processes and existing practices, provide clarification on existing processes, and to correct grammatical, typographical, and formatting errors. Other sections of the Employee Handbook have been modified to streamline processes and ease the administrative burden.

Please see the actual changes to be made within Attachment A. These changes are summarized as follows:

- **G7.02-2 University Policies**
 - 2.21 Children in the workplace
Update language to include “university vehicle” in the list of workplace examples.
- **G7.02-3 Employment Policies and Procedures**
 - 3.0 Employment Policies and Procedures
Update language to imbedded web link for Op 7.10 to be aligned with current policy language.
 - 3.7 Criminal background checks
Language update to include misdemeanor violations (excluding traffic violations).
- **G7.02-4 Classification and Compensation**
 - 4.4.4 Prohibition on incentive compensation
Adds new section for clarification.
- **G7.02-6 Benefits**
 - 6.11.21 Postal service
Update wording to clarify services and payment.
- **G7.02-7 Leave Benefits**
 - 7.8 Catastrophic medical leave
Recommend removal from handbook due to existing policies.
 - 7.10 Military leave
Clarify language and update documentation procedure.
 - 7.13 Leave without pay
Update leave without pay conditions and clarify language between leave without pay and military leave.
 - 7.18 Summer leave
Recommend removal from handbook due to current practices.
 - 7.19 Shared leave
Expand qualifying events and clarify procedures with the addition of parental leave.

- **G7.02-8 Employee Recognition Programs**
 - 8.8 Emeritus status
Expand eligibility by adding disability status to the qualification statement.
- **G7.02-9 Employee Conduct**
 - 9.4 Disciplinary guidelines
Language update to ensure consistency with section 3.7 Criminal background checks.

Attachment A

2.21 Children in the workplace

The university values family life and has worked to develop employment policies and benefits that are supportive of families. While the university seeks to focus on providing an environment open to work and family issues, it also believes that the work place should not be used in lieu of a child care provider. Further, the university believes that it is inappropriate for minor children of employees to be in work areas during work hours for several reasons:

- The potential liability to the university.
- Risk of harm to the children.
- Decreased employee productivity due to distractions and disruptions.

It is the policy of the university that minor children in an employee's care not be present at an employee's workplace (e.g., office, classroom, shop area, university vehicle), in lieu of other child care arrangements, during the employee's working hours. The supervisor is responsible for enforcing this policy in their respective work areas. This policy is not intended, however, to prohibit children from the campus when the purpose of their visit is to attend classes or to participate in activities specifically scheduled for their benefit (e.g., Fine Arts Academy, summer sports or activity camps, or other similar university-sponsored events).

3.0 Employment Policies and Procedures

At Missouri State University, all applicants for employment will be treated courteously and given fair and equitable consideration for employment in accordance with the university [non-discrimination policy \(2.1\)](#) within this handbook. All new employees are selected on the basis of experience, education, ability, training and other job-related factors.

The university is committed to maintaining an environment that encourages full utilization and adequate reward of the individual employee's effort, achievement and cooperation. Every employee is given a fair opportunity to advance in the university organization as the employee's abilities warrant and as job openings occur.

The office of human resources is responsible for the employment process for staff positions in all departments of the university. Staff positions include administrative, professional and support staff. Administrators and search officials are designated as decision-makers for recruitment and hiring actions and are responsible for compliance with [Op7.10 ~~Recruiting a Diverse Workforce:~~ Guidelines for Hiring Faculty, Academic Administrators and Executive, Administrative and Professional Staff](#). No employment offer may be made until all employment guidelines have been followed. Chairs of search committees or hiring officials are required to complete a training session annually through the office for institutional equity and compliance on how to conduct a legal and effective search.

3.7 Criminal background checks

Missouri State University conducts background checks as outlined in the [Criminal Background Check Policy](#). Consideration will be given to the relationship between a conviction and the responsibilities of the position that is or will be held. A relevant job-related conviction is grounds for termination of employment or non-selection of an applicant. For positions that require operation of a motor vehicle, a conviction shall include misdemeanor traffic violations.

Employees must notify the office of human resources within five (5) days of an arrest for a felony, [a misdemeanor \(excluding traffic violations\)](#), or any drug, alcohol, or sex-related offense. Failure to report such conviction is grounds for disciplinary action up to and including termination of employment or non-selection of an applicant. Supervisors should notify the office of human resources immediately upon being informed of any such arrest.

4.4.4 Prohibition on incentive compensation

The university will not provide any commission, bonus, or other incentive payment based in any part, directly or indirectly, upon success in securing enrollments or the award of financial aid, to any person or entity who is engaged in any student recruitment or admission activity, or in making decisions regarding the award of Title IV, HEA program funds. Bonuses may be provided to employees if the bonus is for defined, prospective work unrelated to enrollments, admissions, or the award of financial aid.

6.11.21 Postal service

The university operates a U.S. Postal Services Contract Station in Plaster Student Union, Room 210, 417-836-5342. Hours of operation are Monday through Friday from 8 a.m. to 4 p.m. Services include stamps, money orders (cash only) and mailing packages as well as certified, registered, insured, international and express mail. Stamps and other postal items can ~~only~~ be purchased with cash or credit card. The Contract Station is closed during all official university holidays.

7.8 Catastrophic medical leave

The university provides a paid leave benefit for full-time, regular employees who have exhausted all of their sick, vacation, and compensatory time, yet are unable to work due to suffering an extreme, life-threatening illness, injury or impairment (physical or mental) which requires continuing treatment/supervision by a health care provider and which is likely to cause the employee to take a prolonged leave without pay or likely to result in a substantial permanent disability leading to termination of employment with the university. Catastrophic medical leave may only be granted for an employee's extreme, life-threatening illness, injury or impairment; it cannot be granted to an employee to care for an injured or ill family member.

Catastrophic medical leave may be granted for a maximum of four weeks (i.e., 20 work days, exclusive of any university holiday) during any 12-month period and will only be granted as consecutive, full days. It cannot be approved as intermittent leave (e.g., every other day off) or under a reduced work schedule arrangement (e.g., just working four hours daily). Employees on an approved catastrophic medical leave will also be paid for any university holiday that occurs during the approved period of the catastrophic medical leave. The holiday will not count as a day in the approved catastrophic medical leave period.

Employees on an approved catastrophic medical leave will continue to receive their salary, and all of the fringe benefits available to full-time, regular employees will be continued. The monthly premiums for all voluntary or supplemental benefits (e.g., family medical, family dental, dependent life insurance, supplemental life insurance) elected by the employee will be paid through the regular payroll deduction method.

Catastrophic medical leave will count toward the allowable period of family & medical leave as delineated in Section 7.7 of this handbook. Availability of allowable family & medical leave time is not a determining factor in eligibility for catastrophic medical leave.

Employees granted catastrophic medical leave must apply for long-term disability. Catastrophic medical leave cannot be continued once an employee is approved for long-term disability even if the approved period of the catastrophic medical leave has not been completed.

7.8.1 Catastrophic medical conditions

The determination of whether an employee's medical condition qualifies as a catastrophic medical condition will be based upon the documentation provided by the employee's licensed health care provider that the employee suffers from an extreme, life-threatening illness, injury or impairment (physical or mental) which requires continuing treatment/supervision by a health care provider and which is likely to cause the employee to take a prolonged leave without pay or to terminate employment with the university. While a comprehensive list of specific medical conditions that would qualify an employee for catastrophic medical leave is not provided in this handbook, the medical conditions listed here could be so extremely serious as to qualify for the leave. This list should not be considered as all inclusive or a guarantee of leave approval because each request is reviewed and considered on its own merits.

- Cancer
- Stroke

- Serious heart conditions
- Organ failure/transplant
- Fetal endangerment
- Coma

7.8.2 Applying for catastrophic medical leave

Applications for catastrophic medical leave are available in the office of human resources. To apply for catastrophic medical leave, an employee must complete a catastrophic medical leave request form and provide a certification from the his/her physician regarding the extreme, life-threatening illness, injury or impairment (physical or mental) which requires continuing treatment/supervision by a health care provider. Detailed information about catastrophic medical leave can be found on the human resources' website.

7.8.3 Catastrophic medical leave review committee

In order to promote university-wide consistency in the granting of catastrophic medical leave and the length of such leaves, all requests for catastrophic medical leave will be reviewed by the catastrophic medical leave review committee. If necessary, the committee may request that the employee or other persons familiar with the employee's situation or who can offer expertise on the matter being considered meet with the committee. The committee should render its opinion and recommendation to the office of human resources within 10 working days of receipt of the request and all relevant documentation and information.

7.8.4 Approval of catastrophic medical leave

Approval authority for granting a request for catastrophic medical leave rests with the requesting employee's cost center administrator. Cost center administrators will be required to fund any additional costs incurred by granting of catastrophic medical leave, such as the costs in hiring a temporary employee or the costs for supplemental salary paid to an employee who picks up the work load of the employee on catastrophic medical leave. The cost center administrator should render his/her decision within five working days of receipt of the request.

7.8.5 Appeal of catastrophic medical leave

If the decision by the cost center administrator is to deny the request for catastrophic medical leave or to grant a period of leave different (i.e., fewer days or more days) from the period recommended by the committee, the employee requesting the leave may appeal the decision to the university president.

7.10 Military leave

~~The university supports employees who serve in the National Guard and Reserves. The university recognizes the important role of the National Guard and Reserves and supports employee participation. Employees may take military leave for annual training or emergency mobilization orders from the armed forces. The following provisions apply for military leave of absence when an employee is required by a branch of the armed forces to attend an annual training session or serve under emergency mobilization orders.~~

~~Employees are allowed military leave without loss of pay, position, seniority, or benefits to fulfill military duties. This paid leave is limited to 120 hours per Federal fiscal year (Oct- Sept), counting only hours when the employee would normally work. During emergencies, employees can be on unpaid leave for the duration of mobilization. An employee may choose to use accumulated vacation leave before going on leave of absence without pay. Official military orders are needed for paid or unpaid leave. A personnel action form (PAF) with appropriate documentation should be submitted by the department for: (1) paid military leave, (2) leave without pay, (3) return from paid or unpaid military leave. Employees are entitled to a leave of absence, without the loss of pay, position, seniority, accumulated leave, impairment of performance appraisal, pay status, work schedule, and any other right or benefits to which the employee is entitled in order to perform military service. Such military leave may not exceed 120 hours during a federal fiscal year (Oct—Sept), and only those hours when the employee would otherwise be required to work had it not been for such military leave will be counted toward the 120 hour limit. In the event of an emergency mobilization order, the employee is eligible to be retained on leave of absence status without pay for the duration of the mobilization orders. An employee may choose, but is not required, to use accumulated vacation leave before going on leave of absence without pay. Employees must furnish the university with a copy of their official military orders in order to receive paid military leave or approved unpaid leave of absence status. If r~~Reservists or members of the National Guard ~~are~~ called to active duty, ~~they~~ will have rehire and other benefits as prescribed by federal law in Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA). See Section 6.6 of this handbook for insurance information.

7.13 Leave without pay

Employees and supervisors must contact Human Resources Benefits office regarding Leave Without Pay. An employee may be granted leave without pay for a period that may not exceed six weeks (240 hours) in any 12-month period. When leave without pay has been approved by proper authority, and such leave is expected to last more than 10 consecutive days, a personnel action form (PAF) must be completed. Leave without pay may be granted under the following conditions:

- When such leave is for prolonged employee illness or injury extending beyond accumulated vacation, sick leave or compensatory time. Following any Family Medical leave (FML) as appropriate, total unpaid time shall not exceed six weeks (240 hours) in any 12-month period. As part of reasonable accommodation review and with approval, leave without pay may be granted on an intermittent basis.
- When an employee will attend a college, university or school for the purpose of training in subjects relating to a job that shall benefit both the employee and the university; requires PAF and cost center approval.
- Because of seasonal fluctuations in the work schedules at the university and the employee is requisitioned into such a position based on this fluctuation (i.e. 9 or 10 month staff employees); does not require PAF.
- Under special circumstances, an employee may be granted leave without pay for a specific purpose other than those listed above with the approval of the appropriate cost center administrator when such leave extends beyond accumulated vacation, sick leave or compensatory time off available to be used.
- As defined under Military Leave in section 7.10 of the employee handbook.

Leave without pay is not intended to be granted when the employee has paid vacation, sick leave, or compensatory time off available; except as stated under the Military Leave policy.

Employees on approved leave without pay, who do not have at least 80 hours of paid time during the pay period, will not earn sick or vacation leave. Nor will an employee be paid for a holiday that occurs during the period of leave without pay.

If an employee does not have sufficient pay to cover benefit deductions:

- The insurance coverage will not be paid by the University. An employee who desires to maintain insurance coverage during a leave without pay, must make arrangements with the office of human resources at least 60 days prior to the leave. Premiums must be paid one month in advance of the month of insurance coverage. The employee will be responsible to pre-pay the employee portion of premiums and employer portions of premiums.
- An employee with Family Medical leave protections will be responsible for only employee portions of premiums. and benefits-Benefits are protected until such time as Family Medical leave is exhausted. While under Family Medical Leave the University will continue employer sponsored benefits and contributions.

Nine- and Ten-month staff employees will have coverage continued; provided the employee is scheduled and expected to return to work following the summer. The employee will be responsible to pre-pay employee portion of premiums and employer portions of premiums will be paid by the university during the summer months.

7.18 Summer leave

At the president's discretion, the university may allow full-time staff employees to take a maximum of four days (32 hours) of paid leave during the summer months beginning the Monday following May graduation up to the week before the week in which the Fall Semester begins. The purpose of this policy is to provide a work/life benefit for employees in order to have more time for families and personal responsibilities during the summer. It is also important to understand that, in all cases, departments need to maintain normal operational work hours. Employees must be scheduled to work and not on unpaid leave during this time frame to be eligible for the leave days. The summer leave days will not be charged against vacation, personal or sick days and will not carryover from summer to summer or be paid if not used. The leave can be taken in increments no less than four hours and must be entered as summer leave on the employee's time sheet or leave report. A .75 employee shall receive prorated pay.

7.19 Shared leave

7.19.1 Purpose

To allow employees to participate in the public affairs mission by helping protect co-workers with a qualifying leave against salary interruption. Employee donations of vacation leave provide income to an affected employee who would otherwise be on unpaid leave. Benefits are subject to all eligibility requirements and committee approval and limited in scope. This program will be subject to periodic review.

7.19.2 Scope

This policy applies to full-time benefit eligible employees in a leave-earning position. Policy does not apply to faculty eligible for extended sick leave pursuant to Section 6.6.6 of the Faculty Handbook and/or Section 7.20 of the employee handbook.

7.19.3 Policy

Eligible employees may voluntarily donate accumulated vacation as defined by the Employee Handbook to a Shared Leave Pool (SLP) to aid eligible employees who are unable to work due to a qualifying event. Donations shall not be made directly from one employee to another, but shall be made to the university pool established for this purpose.

The donation of vacation leave is strictly voluntary. No employee may intimidate, threaten, or coerce any other employee with respect to donating or receiving leave under this program. Individual vacation leave records that apply to Shared Leave are confidential and no individual employees shall receive remuneration of any kind for vacation leave donated. Shared leave is for employee's health condition only, except as outlined in 7.19.7 Qualifying Events.

7.19.4 Eligibility

A. Receiving shared leave

- a. Employee must have successfully completed their probationary period and have 625 hours of service in the previous 6 months at Missouri State University and be in a leave-earning position to apply for SLP benefits.
- b. Employee must have donated at least 8 hours of earned vacation leave to the bank prior to requesting leave from the pool in order to receive donations from the SLP.
- c. Employee must have experienced a qualifying event (see 7.19.7 Qualifying Events).
- d. Employee must have exhausted all accrued vacation, sick leave and compensatory time, except in the case of parental leave and bone marrow/organ donation.
- e. Employee may request shared leave more than once, however: Employee must normally return to work for six (6) continuous months following the last day of use of the donated time, if the maximum amount of approved SLP benefits were used; Family and Medical Leave eligibility will be determined before becoming eligible to apply for additional benefits from the pool. Additional benefits for a reoccurrence of a previously approved qualifying event are not allowed when the maximum benefits have been paid.

- f. Employees who are on a work-related injury and concurrent FMLA leave can supplement shared leave after their work compensation adjustments and accrued leave are used.
- B. Donating shared leave
- a. Vacation leave may be donated upon accrual.
 - b. Employee contribution may not exceed 48 hours, unless the office of human resources has communicated a need for additional days. In that case, employee(s) may contribute additional day(s) up to the limit requested at that time.
 - c. Time must be donated in whole hours with a minimum donation of 1 hour.
 - d. Donated hours cannot be rescinded once they are donated.
- C. Bone marrow and organ donation
- a. An employee must be employed at Missouri State University for a minimum of ninety (90) days before applying for time from the SLP for bone marrow or organ donation. A leave accruing employee may apply for time from the shared leave pool for bone marrow or organ donation without a qualifying donation of vacation time to the shared leave pool and without first exhausting all accrued sick and vacation time. The employee must provide the SLP committee with written verification from health care facility that he or she is serving as a bone marrow or organ donor. The employee may be granted a maximum of forty (40) hours from the SLP for bone marrow donation and a maximum of two-hundred forty (240) hours from the SLP for organ donation.

D. Parental Leave

- a. Eligible employees are entitled to 80 hours of paid parental leave following the birth, foster care placement, or adoption of a child within the home, utilizing funds from the shared leave pool.
 - 1. If both parents are otherwise eligible for parental leave, both parents may each make individual request for parental leave.
- b. Leave must be consecutive within the first 12 weeks following the birth, foster care placement, or adoption of a child within the home.
 - 1. Parental leave requests are limited to 80 hours on a 12-month rolling basis.
- c. Vacation, sick, and compensatory time need not be exhausted before utilization of parental leave. Utilization of parental leave does not prevent further use of the shared leave pool for other qualified events.

7.19.5 Shared leave (SL) committee

- A. The SL Committee shall be comprised of seven (7) members: two (2) administrators, one (1) office of human resources representative, one (1) West Plains Staff Senate member and three (3) Springfield Staff Senate members. The director of human resources or their designee, the payroll manager, and a Legal Affairs and Compliance designee will act as *ex officio* members of the committee. The committee will be categorized as a University Committee.

- B. Committee appointment will be determined as follows:
 - a. Staff Senate members will be appointed by the Staff Senate
 - b. Human resources representative will be appointed by the Vice President for Administration and Finance
 - c. Two (2) administrators will be appointed by the university president
- C. The committee will elect a new chair and vice chair from the committee each year at the first meeting in July. Terms will run July – June.
- D. Members of the shared leave committee shall serve a two-year term with the exception of one (1) at Staff Senate member, which will serve a one-year term. The other Staff Senate members will serve a two-year term. Thereafter, the one-year Staff Senate appointee will serve a two-year term, which will allow the Staff Senate membership to be replaced on alternate years. In the event that the appointed Staff Senate member's term on Staff Senate ends before the term on the shared leave committee, a new appointee will be appointed by their respective body.
- E. The committee must sign a HIPAA Compliant Confidentiality Agreement promising to maintain all information on a confidential basis. Any breach of confidentiality will result in the committee member being excused and a replacement member being appointed. In addition, disciplinary action, up to and including termination of an employee may be taken as a result of any breach of confidentiality.
 - a. Examples of a breach of confidentiality include, but are not limited to:
 - a. Speaking of applicant's name and/or health condition outside of committee
 - b. Speaking of applicant's number of hours requested outside of committee
 - c. Speaking of the committee's decision and reasoning for granting or not granting benefits from the leave pool outside of committee.
- F. The SL committee will determine whether the employee request falls under the guidelines for a qualifying event.
- G. The committee will review all applications for the SLP and shall follow the criteria set out in this policy to approve or disapprove the request for SLP benefits. The committee's decision is final.
- H. The committee will convene as needed to review applications and approve or disapprove a SLP request. A minimum of four (4) committee members must be present to constitute a quorum. Name of applicant will remain anonymous.
- I. In the event that the SLP falls below \$25,000.00, no more shared leave will be authorized until more hours are available. Lowered leave levels may determine leave distributions. If insufficient balances are experienced, the office of human resources may send a communication to eligible employees indicating such a need but may not under any circumstances coerce an employee(s) to contribute leave time.

7.19.6 Procedures

A. General

- a. The maximum amount of SLP benefits accessible to a recipient cannot exceed one-third of the balance of the pool, or 480 hours leave time per case, whichever is less. The leave granted will run concurrent with FMLA as appropriate. SLP benefits may be prorated for employees who have worked less than 1 year of service and actual hours approved are based on specific case details and need as determined by the committee.
- b. ~~If an employee receives a medical release to return to full-time work, the employee must then return to work. Hours approved by the committee prior to the receipt of the medical release are no longer considered approved, and the unused balance of hours previously granted returns to the SLP.~~ When an employee receives medical clearance to resume full-time work, they must promptly return. Any previously approved SLP hours become null upon receiving clearance and any remaining approved unused balance reverts back to the Shared Leave Pool.
- c. Full-time employees receiving a medical release for return to work on a part-time basis (i.e., fewer hours per day per week than the regular work schedule), may continue to use SLP Committee approved donated leave for the balance of the regular work schedule until medically released for full duty or until approved SLP hours are exhausted.
- d. If intermittent leave is required, ~~unused~~ approved SLP benefits may be provided on an as-needed basis until the employee has been approved by their attending physician to return to work full-time. Leave can be taken intermittently.
- e. It is not possible to make back-payments to a SLP recipient who may have already taken some leave without pay. Donated time will be available for use by the recipient in accordance with regular payroll procedures and deadlines.
- f. SLP hours may not be converted to cash.
- g. The estate of a deceased employee is not entitled to payment for approved unused SLP hours.
- h. If an employee earns additional leave benefits while drawing from the SLP, employee must use those hours before additional SL pool hours are used.
- i. Eligible employees must apply for FMLA leave in conjunction with leave used from the SLP.

B. Requesting leave

- a. Employees will request leave from the SLP at the My Missouri State portal. Designees for the employee may request leave by completing the Request for SLP Leave available in the office of human resources.
- b. Any employee requesting leave from the SLP must provide a HIPAA release form provided by HR and appropriate documentation:

1. ~~an attending~~Attending physician's statement indicating the reason for the leave, beginning date of health condition and anticipated date employee will be able to return to work. ~~These forms will be provided by the office of human resources.~~
2. Birth certificate, adoption certificate, or legal placement agreement.

- c. After receiving a completed application, the office of human resources will verify the employee's eligibility and status, including current accumulated leave and will notify the Committee of the need to meet. Immediately prior to the committee meeting, the eligibility will be reviewed, updated if necessary, and confirmed.
 - d. The human resources representative will notify the employee of the decision within five (5) business days of a decision by the committee.
 - e. ~~If the application is approved~~Upon approval, the office of human resources will make the transfer of hours from the university's SLP to the employee's leave balance. The time sheet or leave request should be submitted with hours designated as shared leave at the recipient employee's rate of pay. Shared Leave time may not be recorded for payroll purposes until the application has been approved.
 - f. The application form may be submitted up to 30 days in advance of need.
- C. Donation of leave

- a. An employee wishing to donate vacation leave to the shared leave donation bank will submit their donation online through the portal at My Missouri State.
- b. ~~After receiving a donation form, the office of human resources will verify the employee's eligibility and status, including current accumulated vacation leave balances and, upon verification, transfer donated vacation leave from employee's balance to the SLP.~~HR reserves the right to ask employees separating employment from the University to donate unused vacation leave to the SLP.
- c. ~~The office of human resources will, upon completing an exit interview at the time an employee ends his or her employment with Missouri State University, ask the employee if he or she wishes to donate vacation leave to the SLP.~~

7.19.7 Qualifying events

- Incapacity due to pregnancy, prenatal medical care or child birth
- To care for the employee's child after birth, or placement for adoption or foster care
 - 80 hours outlined under parental leave (paragraph 7.19.4-D)
- To care for the employee's spouse, sponsored dependent, son, daughter or parent, who has a serious health condition.
- For a serious health condition that makes the employee unable to perform the employee's job
- Bone marrow and organ donations (employee donating)

8.8 Emeritus status

Appointment to Emeritus status is granted as a result of meritorious service to the university. To be eligible for consideration for Emeritus status, an employee must satisfy the following requirements: (1) ~~be in retirement status from the university, must have completion of~~ at least 10 years of full-time service ~~in a full-time regular position or to Missouri State University and~~ (2) retirement or disability status at Missouri State University or (3) an exception granted by the President, and must have the approval of the appropriate administrative officials and the Board of Governors.

9.4 Disciplinary guidelines

Employees whose work performance does not meet required standards or who violate rules, regulations or policies of the university, as determined by a review of the available evidence, may be disciplined according to the seriousness or repetition of the violation. While formal disciplinary steps usually are not required for dismissal of probationary or part-time employees, supervisors and department heads must contact the office of human resources regarding appropriate dismissal procedures for all employees including probationary or part-time employees before taking such action.

Certain actions can cause employees to be disciplined, including but not limited to the following:

- Insubordination.
- Refusal to obey directions or accept assignments; refusal to work required overtime.
- Inefficiency, incompetency or inability in the performance of duties.
- Careless workmanship or negligence in the performance of duties.
- Disregarding safety and/or security regulations.
- "Horseplay" which endangers self or other employees.
- Sleeping, loitering or loafing during working hours.
- Reporting to work under the influence of drugs or alcohol; refusal to consent to drug or alcohol testing.
- Unlawful manufacture, distribution, dispensing, possession or use of controlled substances on university property or as part of university activities.
- Unauthorized possession, use or distribution of alcohol on university property or in conjunction with university activities.
- Excessive, unnecessary or unauthorized use of university supplies, materials, equipment or vehicles particularly for personal purposes.
- Unauthorized use or misuse of all computer systems, equipment and software.
- Careless, negligent or improper use of university property including official vehicles.
- Conducting personal business during work hours.
- Excessive or unauthorized use of telephones.
- Habitual or flagrant improper use of leave privileges; failure to return from approved leave of absence.
- Continual tardiness or chronic absenteeism; failure to notify supervisor of absence.
- Leaving the job during working hours without permission.

- Fraudulent acts, dishonesty or misrepresentation including falsifying employment application or work records or other university work records: including their own or another employee's work record such as falsifying time records.
- Conviction of a criminal act or illegal activity reasonably related to conduct relevant to the workplace.
- Failure to report an arrest for a felony, a misdemeanor (excluding traffic violations), or any drug, alcohol, or sex-related offense within five (5) days to Human Resources.
- Fighting or using obscene, abusive or threatening language or gestures.
- Theft or not reporting one's knowledge of theft of university property.
- Gambling during working hours.
- Unauthorized possession of ammunition, firearms, explosive weapons or other weapons or weapons components as defined in Missouri Revised Statutes Section 571.010 (1), (2), (3), (4), (6), (7), (8), (9), (10), (12), (13), (14), (15), (16), (18), (19) and (20) on university premises or while on university business. Authorization to possess such items on university property may be granted by the director of university safety or his/her designee.
- Viewing, creating and/or distributing pornographic materials while at work or utilizing university resources.
- Violating the university's policies prohibiting discrimination and/or harassment.
- Violating university rules, policies, regulations or departmental work rules.
- Unauthorized release of confidential information from official records.
- Disorderly or immoral conduct on the university premises.
- Smoking where prohibited.
- Misconduct off duty which reflects discredit on or causes embarrassment to the university or to the State of Missouri.

REPORT TO BOARD OF GOVERNORS

ASSISTANT TO THE PRESIDENT

FOR INCLUSIVE ENGAGEMENT

June 2024

EVENTS

- Black United Gala, Drury University
- SGA end of year banquet
- Emcee for the Dynamic Dozen
- Attended the MCHHS awards ceremony
- Attended the Multicultural Services & International Programs graduation reception

COLLABORATIONS/PARTNERSHIPS

- 2024 Juneteenth planning committee
- Community Partnership of the Ozarks (MSU Inclusive Outreach)
- Commerce Bank OIE partnership growth with President Keith Noble
- MSU Athletics Inclusive Engagement Council
- Discussion of the Inclusivity Principles with Staff Senate
- Community-Campus Partnership with Clay Goddard, President, Burrell Behavioral Health

INITIATIVES

- 11th annual Collaborative Diversity Conference, April 25-26, 2024
 - Sessions focused on community, education, business and health & wellness
 - Presenters and panelists from around the U.S. and Canada
 - Lunch keynote: Irshad Manji
 - Moral Courage leadership workshop with Irshad Manji
- 2nd annual Inclusive Excellence Award Gala, April 26, 2024
 - 11 awards presented, including the first Clif & Gail Smart Community Uplift Award
- Continuing work on the development of the Inclusive Excellence Institute

MEDIA

- *Celebrating Diversity* interview with Emily Yeap, KSMU
- Arvest Bank Board press release announcing addition of Dr. Algerian Hart

ASSISTANT VICE PRESIDENT FOR INCLUSIVE EXCELLENCE AND FACULTY DEVELOPMENT

- Working with History Museum on the Square to design a Democracy in Action program that speaks to citizenship, leadership, service, and legacy. Event scheduled for October 5th.
- Reviewing applications on committee for Faculty Diversity Composition Initiative (FEAI) (Fall 2024 candidates).
- Reviewing scholarship applications for Inclusive Excellence Foundation Scholarships
- Working with Timmon's Hall Education Coordinator Christine Peoples on Juneteenth and Park Day documentary project.
- Collaborating with Missouri Humanities Council's Catherine Neville for a documentary on the history of Missouri as a crossroads of the nation.

INCLUSIVE ENGAGEMENT FELLOW

- Assisting with 2024 Collaborative Diversity Conference satisfaction surveys
- Inclusive Excellence Institute Funding Framework
- Researching continuing education units (CEUs) 2025 Collaborative Diversity Conference
- Strategic planning activities for Inclusive Engagement Institute development
- Participating in Inclusive Engagement Council meetings

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

Information Services made significant progress to modernize our technology infrastructure, make process improvements, and reduce the risk of cybersecurity threats across the University system during the 2023-24 fiscal year.

Highlights of these accomplishments include:

- Working with the Provost's Office and our West Plains campus to implement our new D2L Brightspace Learning Management System
- Coordinating efforts to replace Windows 10 operating systems prior to its end-of-support in October 2025
- Selection of a new video management system with advanced analytics which will be in place prior to the Fall 2024 semester
- Participating in the selection process for a student success system
- Required employee training and simulated phishing campaigns to improve threat awareness and reduce risk of significant cybersecurity event
- Enhanced disaster recovery capabilities with redundant, geographically distributed cloud infrastructure and space in Springfield Underground data center facility
- Made improvements to the Blair Shannon data center and Telecommunications office spaces to support future projects and staffing needs
- Worked with Administrative Services, Payroll Department to implement Time Clock Plus software and implement process improvements with Human Resources
- Participating in planning meetings on the renovation of Cheek Hall and worked to eliminate the need for the Cheek Hall data center
- Implementation of digital Bear Pass credentials and integration with the Transact mobile app for door access and payments
- Installing a secondary Internet connection to minimize the risk of service outages and business interruptions
- Installed wired and wireless network infrastructure, phones, electronic door access and video surveillance cameras for a number of construction projects including the Grizzly Lofts, Richards House, Old Glass Place, Darr Housing Facility, Darr Small Animal Education Center, Kampeter Hall, & Looney Hall Sim Lab
- Implementation of 911 Inform to be compliant with Ray Baum's Act and Kari's Law which requires location information be provided when an emergency call is placed to 911 dispatchers
- Continued distribution of MiFi (hotspot) units to first generation students through grant program
- Increased the use of the Budget Buy program to replace over \$300,000 worth of in-stock PCs to speed the time of delivery and the life-cycle replacement of outdated equipment
- Working with Alliance for Healthcare Education partners to develop a memorandum of understanding that outlines IT service requirements to support the effort

XVI.A.

Marketing and Communications Report Missouri State University Board of Governors June 21, 2024

MarCom updates since the May 9, 2024 meeting

Web Strategy and Development (WSD)

The team is wrapping up MCHHS and has completed the Darr Ag college as the final areas of the academic realignment web updates.

The team completed web updates associated with the new course catalog platform.

They have begun building the president's site for incoming president, Dr. Williams.

Office of Strategic Communications

Andrea Mostyn has been leading a work team researching MSU processes and best practices in attracting and retaining transfer students. This subgroup of the Strategic Enrollment Management Council is completing their report and will be working with the council on actionable items for the coming year.

The team is working on preparing scripts, media releases and biographies for the new inductees of the Public Affairs Hall of Fame event in September.

Kayla Guilbault will be joining our team as the new digital marketing coordinator. She replaces Sofia Perez. She has extensive work experience in digital marketing and is moving down the hall from Web Strategy and Development where she has been working over the last year supporting the advancement team.

Video Marketing

The team is wrapping up their work with Clif and has begun working with Dr. Williams on videos introducing him to faculty staff and students.

They have started working on videos featuring the new inductees who will be honored at the Public Affairs Hall of Fame event.

They are wrapping up high-production-value videos for 2024 Mind's Eye.

They have begun working on the next "What's New at MSU" that typically premieres in October around homecoming and the state of the university address.

Creative Services

Summer is a busy time for the creative services as they finalize production of fall print pieces for recruitment of prospective students – viewbooks, postcards, etc. along with several magazines. They also work closely with the advancement team on fall events – homecoming and Maroonation Ball.

Photographers are always in demand documenting activities on campus updating our library for use in print pieces, on the website, etc.

XVII.A.



**STAFF SENATE
BOARD OF GOVERNORS
JUNE 2024 REPORT**

This will be a short report since it has only been a month since the last report.

Our last meeting of the year was an opportunity to review the past year's accomplishments and look forward to next year's new senators and executive committee.

We will be ending the year with the annual Staff Appreciation Week June 17 thru June 21 starting with an event at Mother's Brewer with food, refreshments, and drink discounts. Tuesday will be our class photo at the new underpass with cookies and refreshments with President Smart. On Thursday we bring back Pineapple Whip for all shifts then Friday ends the week with floats and early release. Additional summer activities are Springfield Cardinal baseball in the Redbird Roost and a potential movie on the field to end the summer.

The budgeting process for next year will be refined and reviewed with the new president upon his arrival. It will be like last year with more activities off campus and more event tickets on campus. Like last year we will have funds remaining due to the diligence of our committees to be frugal with resources. There was great turnout at new events and staff has asked we continue and add more.

Our Public Affairs Committee is coordinating an activity as part of the United Way Day of Caring at the Victim Center and our Recruitment & Retention Committee is working on a reorganization and focus to continue to research and make recommendation on ways to improve how we work with the Activities Committee working on ways to improve how we play.

Staff Senate and all of Staff thank you, the Board of Governors, for you support of our initiatives and changes to policy and procedures this year. Our goals this year included addressing concerns of Staff and with your support we achieved a great deal.

Thank You!

Respectfully Submitted:

Laura Jean Derrick, Chair – Staff Senate

4/25/2024

XVIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BOARD POLICIES NO. 134-24

Approval of Replacement Policies G1.02

Conflict of Interest and Financial Disclosure

WHEREAS, on December 31, 1999, the Board of Governors (“BOG”) initially approved its policy governing conflicts of interest and financial disclosures, entitled G1.02 Conflict of Interest and Financial Disclosure (“Policy”), and amended said policy on April 20, 2001;

WHEREAS, certain revisions should be made to the Policy to update its language and disclosure reporting requirements;

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

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the new governing policy G1.02 Conflict of Interest and Financial Disclosure Policy is hereby approved and shall replace and supersede the existing version of this Policy.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

The policy continues to be applicable to all employees, including staff, faculty, and contracted employees (e.g. athletic coaches).

Paragraph 4 requires that an Employee with Budgetary and/or Contracting Authority (as defined by the Policy) must disclose outside interests within the first thirty (30) days of hire, and then on an annual basis each January thereafter.

The Director for Internal Audit and Risk Management shall be responsible for ensuring compliance with completion of the disclosure form.

Upon receipt of the disclosure form, the Director for Internal Audit and Risk Management shall review the form for potential conflicts and notify the Employee's supervisor if there is a possible conflict. The supervisor must investigate the possible conflict and attempt to make a determination if a conflict exists within 20 days from the determination of a possible conflict. The supervisor shall report their conclusions in writing to the Director for Internal Audit and Risk Management.

On an annual basis, Faculty members shall complete the disclosure form. Faculty outside activities and conflicts of interest will be handled pursuant to this policy and Section 10 of the Faculty Handbook.

Whenever any conflict of interest appears to exist at any time during employment, the Employee with Budgetary and/or Contracting Authority shall immediately fully disclose that conflict to the Director for Internal Audit and Risk Management. The Director for Internal Audit and Risk Management shall then forward the Disclosure Form to the Employee's supervisor.

The supervisor must investigate the possible conflict and attempt to make a determination if a conflict exists within twenty (20) days from determination of a possible conflict. The supervisor shall provide their conclusions to the Director for Internal Audit and Risk Management.

Waivers for actual or potential conflicts may be requested by the Employee. Upon receipt of the waiver request, the Director of Internal Audit and Risk Management, in consultation with the General Counsel & Vice President for Legal Affairs & Compliance, shall determine whether the waiver will be granted or denied based on the competitive nature of the procurement and/or the contracting process, or other controls applied to ensure no undue influence will be applied to university transactions.

Conflict of Interest and Financial Disclosure Policy

G1.02 Conflict of Interest and Financial Disclosure

1. Purpose

All members of the Board of Governors and University employees (faculty and staff) are expected to understand and abide by Missouri statutory requirements conflicts of interest and to avoid situations which may have the appearance of a conflict of interest. The purpose of this policy is to define potential conflicts of interest as they pertain to University employees and to prescribe a policy for the disclosure and evaluation of possible conflicts of interest.

The process for members of the Board of Governors to disclose conflicts of interest is delineated in Article XII of [G1.01 Bylaws of the Board of Governors](#).

2. Definitions

Unless the context clearly requires otherwise, the following terms used in this policy shall mean:

Business with which he/she is associated

Any sole proprietorship owned by the person, their spouse, or any dependent child in their custody;

Any partnership or joint venture in which the person, or their spouse, is a partner, and any corporation or limited partnership in which he/she is an officer or director or of which the person, their spouse, or dependent child in their custody, whether singularly or collectively, owns in excess of ten percent (10%) of the outstanding shares of any class of stock or partnership units; or

Conflict of interest

A situation in which an Employee allows improper outside influences on institutionally related decisions or activities or uses their position or the property of the University for their personal financial or political gain.

Dependent child, or dependent child in their custody

All children, stepchildren, foster children, and wards, under the age of eighteen (18) residing in an Employee's household who receive in excess of fifty percent (50%) of their support from said Employee.

Employee

Any person employed by the University on either a full-time or part-time basis, including contracted employees (e.g. athletic coaches). Employee includes both faculty and staff.

Employee with delegated budgetary or contracting authority

An Employee to whom has been delegated budgetary or contracting authority, as defined by [G1.18 Contract Authorization Policy](#) and/or [Op8.05 Delegation of Contracting Authority](#).

Substantial interest

Ownership by an Employee, their spouse, or dependent children, whether singularly or collectively, directly or indirectly, of ten percent (10%) or more of any business entity or of an interest having a value of Ten Thousand Dollars (\$10,000.00) or more, or the receipt by such an individual, their spouse, or their dependent children, whether singularly or collectively, of a salary, gratuity, or other compensation or remuneration of Five Thousand Dollars (\$5,000.00), or more, per year from any individual, partnership, organization, or association within any calendar year.

Substantial personal or private interest in any measure or action

Any interest in a measure or action (e.g., budgetary decision, contract, expenditure etc.) which results from a substantial interest in a business entity.

University

Missouri State University.

3. General Policy

No Employee of the University shall:

Outside Interests

Knowingly engage in any outside matters of financial interest incompatible with the impartial, objective, and effective performance of their University duties. They shall not use their decision-making authority to realize personal or political gain in any form or which would improperly influence the conduct of their University duties. They shall not knowingly use University property, funds, position or power for personal or political gain.

Use of Confidential Information

Use confidential information obtained in the course of or by reason of employment in any manner, with intent to result in financial or political gain for the Employee, their spouse, dependent child in their custody, or any business with which they are associated.

Disclosure of Confidential Information

Disclose confidential information obtained in the course of or by reason of their employment or official capacity in any manner with intent to result in financial or political gain for the Employee or any other person.

Financial or Political Gain

Use their decision-making authority for the purpose of obtaining a financial or political gain which materially enriches themselves, their spouse, or dependent children, by acting or refraining from acting for the purpose of coercing or extorting from another anything of actual pecuniary value.

Selling, Renting, Leasing of Property

Participate in any matter, directly or indirectly, in which they attempt to influence any decision of the University, when they know the result of such decision may be the acceptance of the performance of a service, or the sale, rental, or lease of any property to the University for consideration in excess of Five Hundred Dollars (\$500.00) value per annum to themselves, to their spouse, to a dependent child in their custody, or to any business with which they are associated, unless the transaction is made pursuant to an award on a contract let or sale made after public notice and in the case of property other than real property, competitive bidding, provided that the bid or offer accepted is the lowest received and in all such cases the Governor or Employee shall disclose their personal interest and abstain from any consideration or decision on any vote taken on any of such matters.

Outside Compensation

Perform any services during the time of their office, appointment or employment for any consideration from any person, firm or corporation, other than the compensation provided for the performance of their official duties, by which service they attempt to influence a decision of the University.

The Employees of the University are hired to perform professional and skilled duties. Any outside employment or business interests must be clearly subordinate to and not interfere with the Employee's obligations to the University.

Except during the summer when they are not under contract to the University, a full-time faculty member who engages in outside activities for which they are remunerated must report each such activity to their Academic Unit Head prior to, when possible, the commencement of the activity. If in the Academic Unit Head's judgment the activity will interfere with the faculty member's performance of duties at the University or constitute a conflict of interest, it is the responsibility of the Academic Unit Head to discuss and attempt to resolve the problem with the faculty member. The Academic Unit Head must identify the specific nature and extent of the faculty member's diminished effectiveness or the conflict of interest. If an agreement cannot be reached, the matter will be taken to the College Dean who will attempt to reach a resolution satisfactory to

both the individual and the administration. If resolution is not possible at the college level, the Provost will make a final determination.

Because University faculty members are hired primarily to teach, outside teaching by full-time faculty members is permitted only with the knowledge of and written consent of the Provost, except during the summer when University faculty members are not under contract.

Faculty Consultation Activity

Consultation by the faculty, whether income-producing or otherwise, is the application of professional and scholarly expertise in the external community. It is a significant means of professional improvement as well as a form of community service. However, consultation may, in some instances, also constitute a business interest requiring disclosure and approval when the entity for which the faculty member consults also transacts business with the University or is in competition with the University, or where the consultation itself competes with the work of the University. It is the policy of the University to permit consulting activities that:

1. are related to the professional interest and development of the faculty member or other exempt person;
2. do not interfere with regular duties;
3. do not utilize University materials, facilities or resources except as specifically authorized by the appropriate dean;
4. do not compete with the work of the University, and are not otherwise contrary to the best interest of the University;
5. do not violate federal or state law; and
6. do not represent a conflict of interest under other policies of the University.

Each department shall make an annual report to the Provost indicating the aggregate time and the nature of the service performed for each individual engaged in consulting. Any potential conflict of interest shall be reviewed by the Director for Internal Audit and Risk Management. These reports shall be transmitted annually to the President.

Prohibited Services after Termination of Office or Employment

No Employee shall:

1. Perform any service for consideration, during one year after termination of their office, appointment or employment, by which performance they attempt to influence a decision of the University, except that this provision shall not be construed to prohibit any person from performing such service, and receiving compensation therefore, in any adversary proceeding or in the preparation or filing of any public document or to prohibit an Employee from being employed by any other department, division or agency of the executive branch of state government.

2. Perform any service for any consideration for any person, firm or corporation after termination of their office or employment in relation to any case, decision, proceeding or application with respect to which they were directly concerned or in which they personally participated during the period of their service or employment.

Receipt of Gifts Policy

No Employee should accept any personal gifts or favors exceeding the amount provided in § 105.485.2(8) R.S.MO., as amended, (currently \$200) in monetary value in any calendar year from any single person, company, or firm which transacts, or wishes to transact, business with the University. This is not intended to be applicable to meals/functions conducted at the initiative of the University and involving University purposes or business, or to compensation or fringe benefits provided by the University. Any exception to this policy requires the written approval of the Employee's supervisor and vice president (if applicable), based on a written explanation for the requested exception.

4. Disclosing Outside Interests

Within the first thirty (30) days of hire, and then on an annual basis each January thereafter, each Employee with Budgetary and/or Contracting Authority must complete an Outside Activities and Conflicts of Interest disclosure form. In addition, at any time during employment where conflict of interest appears to exist, the Employee with Budgetary and/or Contracting Authority shall immediately fully disclose the conflict to the Director for Internal Audit and Risk Management through the Outside Activities and Conflicts of Interest disclosure form. The Office of Internal Audit and Risk Management shall be responsible for ensuring compliance with completion of the disclosure form.

Upon receipt of the disclosure form, the Director for Internal Audit and Risk Management shall review the forms for any potential conflict of interest. If a possible conflict is determined to exist, the Director for Internal Audit and Risk Management, or appointed designee, shall forward the disclosure form to Employee with Budgetary and/or Contracting Authority's supervisor. The supervisor must investigate the possible conflict and attempt to make a determination if a conflict exists within 20 days from determination of a possible conflict. The supervisor shall provide their conclusions in writing to the Director for Internal Audit and Risk Management.

On an annual basis, each Faculty member must complete the Outside Activities and Conflicts of Interest disclosure form. Faculty outside activities and conflicts of interest will be handled pursuant to this policy and Section 10 of the Faculty Handbook.

Additional disclosures may be required when applying for grants or other external funding sources for the purpose of research and development.

Employee with Budgetary and/or Contracting Authority Duty to Disclose; Timing

Whenever any conflict of interest appears to exist at any time during employment, the Employee with Budgetary and/or Contracting Authority shall immediately fully disclose that conflict to the Director for Internal Audit and Risk Management. The Director for Internal Audit and Risk

Management shall then forward the Disclosure Form to the Employee with Budgetary and/or Contracting Authority's supervisor. The supervisor must investigate the possible conflict and attempt to make a determination if a conflict exists within twenty (20) days from determination of a possible conflict. The supervisor shall provide their conclusions to the Director for Internal Audit and Risk Management.

Waivers

If it is determined that a conflict exists or may exist, a waiver may be requested by the Employee. A copy of the waiver request form may be requested from the Director of Internal Audit and Risk Management. Upon receipt of the waiver request, the Director of Internal Audit and Risk Management, in consultation with the General Counsel & Vice President for Legal Affairs & Compliance, shall determine whether the waiver will be granted or denied based on the competitive nature of the procurement and/or the contracting process, or other controls applied to ensure no undue influence will be applied to university transactions.

5. No Discrimination for Filing Reports

No person with supervisory authority shall discipline, discharge, threaten, retaliate or otherwise discriminate against a person or employee acting on behalf of a person, regarding compensation, terms, conditions, location, or privileges of employment because:

1. The person or employee acting on behalf of the person reports or is about to report, verbally or in writing, a violation or suspected violation of this policy or of law.
2. A person or employee acting on behalf of the person is requested by the Missouri Ethics Commission to participate in an investigation, hearing, or inquiry held by the Commission or any related court action.

6. Personal Financial Interest Statements

Members of the Board of Governors, the President of the University, the Vice Presidents identified above, the Treasurer, the Purchasing Officer, and any other persons identified in the minutes of the Board of Governors as decision-making public servants, are required to file personal financial interest statements prescribed by Mo. Rev. Stat. § 105.483. The President of the University may designate additional employees as decision-making public servants through Op8.05 Delegation of Contracting Authority Memorandum. The financial interest statements, as required by law, are to be filed with the Missouri Ethics Commission on an annual basis not later than the first (1st) day of May in each year, after January 1, 1993, and with the Secretary of State prior to that time.

7. Nepotism

No Governor, officer, faculty member, or employee shall participate, either directly or indirectly, in a decision to appoint or hire an employee of the University, either part-time or full-time, who is related to such person within the fourth degree of consanguinity (blood) or affinity (marriage). It also shall be a violation of this policy for an employee to supervise, either directly or

indirectly, the work of another employee who is related within such fourth (4th) degree, unless the supervisory role is specifically approved by the President of the University

8. Limitation on Gift Acceptance

An Employee shall not accept gifts or benefits from any person holding contracts for supplies or services to the University, or from any bidder on contracts for such services or supplies.

However, this provision shall not apply to acceptance of gifts, benefits, gratuities, amenities, or favors based on obvious family, friendship, or personal relationships where the circumstances make it clear that it is those relationships rather than the business of the University, which are the motivating factors.

9. Transactions with Students

Instructors

Textbooks, tapes, software and other materials authored by the course instructor may be assigned to be purchased by students for a course taught by the author if the royalties arising from the purchase of the assigned materials are returned to the University, another educational institution, a charitable organization, or a not-for-profit foundation. Any proceeds from other University uses of such materials, such as purchase by the library, shall be the property of the faculty member.

10. Stationery

While not a conflict of interest, official University stationery may not be used in outside business, personal and other private or political activities of employees.

11. Logo

While not a conflict of interest, it is a violation of University policy to employ the name of the University or any of its graphic identification symbols in printed materials intended to endorse or promote individual enterprises or to otherwise enhance private gain without the written permission of the University President.

Line of authority

Responsible administrator and office: Director of Internal Audit & Risk Management

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

Effective date

Approved by Board of Governors:

Missouri State

U N I V E R S I T Y

2023-2024 Annual Report

I. ACADEMIC AFFAIRS

A progress report on the Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023-2024 is attached.

II. ATHLETICS

A. Conference USA

Missouri State accepted an invitation to join Conference USA (CUSA) as a full-league member, effective July 1, 2025. The change will officially place Missouri State in the NCAA's exclusive Division I Football Bowl Subdivision (FBS) for the first time. After the transition takes effect, Missouri State and the University of Missouri will be the only FBS football schools in the state. In addition to football, the men's and women's basketball, baseball, softball, volleyball, women's soccer, women's cross country, men's and women's golf, women's tennis, women's track and field, and beach volleyball teams will compete in CUSA.

B. Conference Competition

Women's basketball, men's soccer, women's soccer, men's swimming, men's golf, and women's swimming placed third or higher. Beach volleyball had its best year in history, finishing the season with a record of 26-7.

C. Budget and Facilities

- The department has secured major gifts for the Hall of Champions and the football locker room and is working to identify the additional resources needed to complete each project.
- Work to install a new soccer/recreation field is in progress. Work began on May 9, 2024, and is on schedule.

D. Compliance

- Athletics complied with all NCAA, Missouri Valley Conference, and university rules and regulations; continued to monitor name/image/likeness and NCAA legislation;

and hired a full-time name/image/likeness director of development for fundraising who will work with University Advancement.

- The department implemented two new women's athletics programs (Stunt and Acrobatics). Head coaches for both sports have been hired and construction of the new facility needed to support the programs is on track for completion in August 2024.

E. Academics

- **GPA.** Athletics beat its goal of maintaining a 3.0 overall GPA and achieved a department record 3.3 overall GPA for spring 2024. Over 75% of student-athletes had semester GPAs of 3.0 or higher, which is also a record.
- **Academic Progress Rate.** Athletics exceeded its aspirational goal and set a new department record by achieving an average APR score of 987. This qualifies the department to receive NCAA Academic Incentive funds. In addition, the improvement plan for the football team is yielding positive results. The team achieved its second highest team GPA on record in Spring 2024 and is currently projecting an APR score of 951 for the year.

III. COMMUNITY LEADERSHIP AND PARTNERSHIPS

A. Employer Partnerships

The 2023-2024 objectives of the Employer Partnerships strategy were implemented as the initiative was introduced at the efactory's tenth anniversary celebration and a new Community & Global Partnerships website landing page was launched to make it easier for employers to connect with MSU. The efactory began employer outreach in support of talent attraction and development goals, working with the Graduate College to promote the Community Graduate Assistant Program and collaborating with several academic units to expand course project partnerships with area employers.

The university's most significant strategic employer partnership is the Alliance for Healthcare Education, which was formalized in August 2023. The Alliance is a partnership between CoxHealth, Missouri State University, Ozarks Technical Community College, and Springfield Public Schools to provide a pipeline for students from high school to college and into healthcare professions. Key benchmarks accomplished during the past 10 months or currently in progress include:

- Hiring an Executive Director for the Alliance.
- Planning for MSU academic programming in Nursing, Occupational Therapy, and Dietetics.

- Coordination with accrediting bodies and the Missouri State Board of Nursing to support the increased capacity of MSU programs needed to absorb Cox College bachelor's and master's degree programs.
- Internal work groups in Admissions, Financial Aid, Administration & Finance, Marketing/Communications, Registrar's Office, Information Services, and Foundation are planning for the first cohort of Alliance students to begin taking MSU courses at Cox North in Fall 2025.
- Collaboration with partners to seek state funding for Alliance facility improvements at Cox North.
- Nearing completion of an agreement to add the first higher education affiliate.

Additionally, the Launchpad – a collaborative space between the Division of Student Affairs and Community & Global Partnerships – was opened in the Plaster Student Union to better connect students with employment and business opportunities.

The opening of expanded coworking space at Brick City 3 allowed the efactory to serve more employers and develop connections with students through the Brick City Design Studio in partnership with MSU Art + Design.

B. Economic Development

JVIC received the first tranche of multi-year state funding to support the Missouri NextFlex Node and the state's emphasis on strengthening the semiconductor industry. The \$5.4 million grant from the Missouri Technology Corporation was utilized to support seven projects, which will be completed by November 1, 2024.

Construction continues on four active JVIC projects and a fifth project is underway. The JVIC expansion shell is in the final stages of project completion with The Vecino Group. The JVIC 6 braider facility is in the final stages of building construction prior to installation of the braider equipment. The JVIC first-floor infill is almost complete, and the tenant has occupied the space for cybersecurity. The JVIC second-floor infill is partially complete for Brewer Science. The tenant has occupied a portion of the space with the labs remaining to be completed. Summer 2024 completion is currently projected.

The JVIC strategy for seeking federal funding for research projects has been updated to include outreach to congressional leaders representing states where corporate partners and program partners are located.

IV. COMPLIANCE

The Division of Legal Affairs & Compliance continues to implement changes required by significant shifts in federal laws and regulations and state reporting requirements, including:

- **Title IX (ON TRACK)** – The U.S. Department of Education (DOE) released new Title IX regulations on April 19, 2024. The new regulations take effect on August 1, 2024. The Division of Legal Affairs & Compliance is revising [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy](#) to ensure it is in compliance with the new regulations.
- **GAINFUL EMPLOYMENT (ON TRACK)** – The DOE extended the deadline for institutions to submit required gainful employment and financial value transparency reporting until October 1, 2024. The Office of Institutional Research is pulling and sorting the required information and will assume responsibility for ongoing annual reporting on a go-forward basis.
- **THIRD-PARTY SERVICER (PENDING)** – The DOE indefinitely rescinded the deadline for implementation of its third-party servicer regulations on May 17, 2023. The university is waiting for DOE to provide additional guidance and clarification.
- **INDEPENDENT CONTRACTOR REQUIREMENTS (IN COMPLIANCE)** – On January 10, 2024, the U.S. Department of Labor (DOL) issued its final rulemaking on independent contractor classification under the Fair Labor Standards Act (FLSA), with an effective date of March 11, 2024. The Division of Legal Affairs & Compliance and Financial Services have reviewed the rule and confirmed that the university is currently compliant with the new DOL requirements and the pre-existing IRS requirements.
- **PREGNANT WORKERS FAIRNESS ACT (PWFA) (IN COMPLIANCE)** – On April 15, 2024, the U.S. Equal Employment Opportunity Commission (EEOC) issued its final regulation to implement the PWFA, which goes into effect on June 18, 2024. The university is currently compliant with the PWFA. While not specifically required by law, the Division of Legal Affairs & Compliance is drafting a pregnancy and parenting operating policy, which will encompass the university's obligations under Title IX, the PWFA, and the DOL's PUMP for Nursing Mothers Act.
- **HARASSMENT IN THE WORKPLACE (IN COMPLIANCE)** – On April 29, 2024, the EEOC published final guidance on harassment in the workplace. The guidance took effect on the date of issuance. The university is currently in compliance with the guidance, which is coextensive with [G1.05 Non-Discrimination Policy Statement](#), [Op1.02-2 Discrimination Complaint and Investigation Procedures](#), and the investigatory and enforcement procedures underlying same.
- **WEBSITE ACCESSIBILITY FOR STATE AND LOCAL GOVERNMENTS (IN COMPLIANCE)** – On April 24, 2024, the U.S. Department of Justice (DOJ) published its final rule on website accessibility for state and local governments under Title II of the Americans with Disabilities Act (ADA). The MSU President's Council on Accessibility,

with guidance from the Division of Legal Affairs & Compliance, has reviewed and confirmed that the university is currently in compliance with this rulemaking.

- **EXEMPT SALARY THRESHOLD RULEMAKING (PENDING; IN PROGRESS)** – On April 23, 2024, the DOL issued its final rulemaking on the increased salary threshold for exempt employees. On May 23, 2024, a lawsuit was filed seeking a nationwide injunction of the rulemaking, similar to the injunction that was sought and ultimately issued by the same court in November 2016. Pending the outcome of that lawsuit, cost center heads are evaluating their exempt employees who fall below the thresholds, with a primary strategy of converting currently exempt employees who fall below the new threshold(s) to overtime-eligible non-exempt employees effective July 1, 2024.
- **CONSUMER INFORMATION (IN PROGRESS)**. The Missouri Department of Higher Education & Workforce Development (MDHEWD) requires all institutions of higher education to post certain information on a public-facing website. The Provost and Deans Team are working to ensure compliance by Fall 2024.

V. GLOBAL ENGAGEMENT

Student participation in education abroad has continued to grow steadily with 27 short-term faculty-directed programs providing international experiences for 326 students in 2023-2024. Students participating in long-term education abroad programs also increased to 110 this academic year. Overall, education abroad participation grew by more than 50% in 2023-2024. Likewise, participation in international virtual exchange grew as the College of Education introduced the Global Education Lab to support emerging educators in teaching for global understanding and engagement.

VI. INCLUSIVE EXCELLENCE DRIVING UNIVERSITY SUCCESS

A. Inclusive Excellence Institute

The Office of Inclusive Engagement (OIE) has continued to build upon data from the Inclusive Excellence Scorecard. One of the primary needs was to establish a repository where community partners could collaborate and have access to inclusive resources. This led to the plan to develop an Inclusive Excellence Institution (IEI), the aim of which is to create four inclusive partnership pathways between MSU and the community to cultivate access, support research, and provide development and training.

B. Impact on Campus and in the Community

- OIE held the 2024 Collaborative Diversity Conference. The event was the eleventh annual conference and included the second annual Inclusive Excellence gala. With over 200 participants in attendance, the gala featured awards that highlighted the

contributions of individuals and organizations. The division plans to continue to grow the capacity and impact of the conference in the future.

- OIE also created the Ozarks Chatter podcast, an informational platform to share the work of the university's inclusive partners on campus and within the community.
- Inclusive excellence workshops now include customized tool kits that align with the needs of MSU units. This innovation is based on nationally recognized best practices and feedback from campus partners.
- OIE redesigned the Inclusive Excellence Faculty Fellowship Program.
- OIE continues to be a resource that supports faculty, staff, and students by facilitating greater access and outreach that support success in and out of the classroom.

C. Student Affairs

- Participation in the Inclusive Excellence Scholarship continued to grow, increasing from 256 students in 2021-2022 to 297 students in 2023-2024.
- Student Affairs brokered agreements with additional access partners, including Girl Scouts of America, KC Scholars, KIPP Kansas City, and TRIO Upward Bound, as well as extended memoranda of understanding with Big Brothers/Big Sisters, College Bound, KIPP St. Louis, Missionary Baptist State Convention of Missouri, SAAB, and Wyman. Access program enrollment totals 100 students.

VII. INFRASTRUCTURE AND FUNDING

A. Foundation

- The Missouri State University Foundation is in its forty-third year of operation. It ended FY 2024 with the largest amount of gifts in foundation history. Final numbers will be available in July.
- New gifts in support of capital improvement projects and new academic schools and centers are ongoing. The foundation received an eight-figure gift in January 2024 in support of the new Judith Enyeart Reynolds Complex and a seven-figure gift pledge for the new \$25 million advancement center.
- Major progress was made on the new Advancement Long Range Plan (2025-2030), which is expected to be approved by the Foundation Board of Trustees and the Alumni Association Board in October 2024. The plan includes preparation for a new campaign and succession planning.

B. State Funding

The 2024 legislative session was successful for the university. Subject to the Governor's approval, the university will receive:

- A 3% increase in core funding.
- \$17.5 million for the Judith Enyeart Reynolds Complex.
- \$1.85 million in one-time funding for the West Plains campus to expand allied health programs.
- \$1.6 million in one-time funding to expand and enhance healthcare/mental health programs on the Springfield campus.
- \$815,000 to expand and enhance veterinary assistant and veterinary technician programs on the West Plains campus.

In addition, the budget includes \$15 million appropriated to the Alliance for Healthcare Education to expand and improve facilities at Cox North.

C. Cost Control Measures

- **Preferred Provider Organization.** The university negotiated a new exclusive contract with its current preferred provider organization (PPO) for healthcare. Benefits of the new agreement include improved rates and inclusion of the sports medicine program, care management, and wellness and employee assistance programs at no cost. The new contract will result in savings of approximately \$1 million per year.
- **Pharmacy Benefits.** The university negotiated a new agreement with its current pharmacy benefits manager (PBM). The new agreement will result in a 31% savings to the university with no change to plan design.
- **Stop Loss Insurance.** The university secured stop loss insurance for calendar year 2024 with a 5% premium decrease and no lasers despite a volatile market.
- **Leased Space.** The university continues to work to reduce lease costs. Examples include vacating the Park Central Office Building and the Levy/Wolf Building by the end of 2024, which will save \$1.4 million per year in lease payments. As directed by the Board of Governors, these savings will be redirected to fund additional maintenance and repair projects to address deferred maintenance.
- **Property Insurance.** The Administration & Finance team renewed property insurance coverage provided by FM Global and addressed risks including fire protection, floods, electrical infrastructure, steam plant, and deferred maintenance. As a result, the university's 2024-2025 property insurance premiums will decrease 2% with the same coverage and deductibles as the previous year.
- **Depository Services.** The university secured bank depository services with a competitive depository interest rate.

D. Employee Retention

- Employees will receive a 3% across-the-board pay increase on July 1. Faculty promotions and staff salary range adjustments will also be funded.
- *Forbes* recognized the university as a best-in-state employer for the fourth year in a row.
- The university celebrated the twentieth cohort of the University Staff Ambassador (USA) program. As of this year, approximately 500 employees have participated in the program.
- In addition, the university updated policies and practices to recruit and retain talented employees, including:
 1. ***Shared Leave Policy.*** HR worked with Staff Senate to update and enhance the Shared Leave policy, including the addition of parental leave.
 2. ***Recruiting Initiatives.*** HR staff increased the use of online recruiting tools and networking with local and regional organizations and implemented an employee referral program that has become the top recruitment source for faculty hires and the number two recruitment source for staff hires.
 3. ***Better Data.*** Human Resources (HR) staff developed a turnover dashboard and worked with Academic Affairs to improve College & University Professional Association (CUPA) salary data.
 4. ***Streamlined Processes.*** The Administration & Finance team implemented Dynamic Forms to streamline processes and reduce manual work.

E. Facilities

All funded facility projects outlined in the 2021-2026 Master Plan are in the design phase, under construction, or completed. Financial Services worked with federal and state agencies and Planning, Design, & Construction to ensure compliance with all applicable laws and regulations. Progress on specific projects includes:

- **Cheek Hall, Phase 1.** Design work has begun.
- **Darr Agricultural Center Small Animal Education Center.** Work is complete. The building was in use beginning with the Fall 2023 semester.
- **Darr Agriculture Innovation Hub.** Work is underway and is scheduled to be complete by the end of 2024.
- **Kampeter Hall, Phase 2.** Design work is underway. Some work will be complete in Summer 2024.

- **Kemper Hall.** Construction is underway and is scheduled to be complete by the end of 2024.
- **Blunt Hall.** Phase 1 construction is underway. Phase 2 interior renovation is currently in the design phase and construction will begin in Summer 2024.
- **Roy Blunt Jordan Valley Innovation Center Projects**
 - *JVIC Building #4 Infill.* Work on the first and second floor is nearing completion. Design on the third floor is also underway.
 - *JVIC Building #6 Construction.* The material braider facility is complete and ready for the client to install the braider.

F. Information Systems

The Computer Information Systems team:

- Worked with the Provost's Office and the West Plains campus to implement the D2L Brightspace Learning Management System.
- Coordinated efforts to replace Windows 10 operating systems prior to its end-of-support in October 2025.
- Selected a new video management system with advanced analytics which will be in place prior to the Fall 2024 semester.
- Participated in the selection process for a student success platform.
- Required employee training and simulated phishing campaigns to improve threat awareness and reduce risk of significant cybersecurity event.
- Enhanced disaster recovery capabilities with redundant, geographically distributed cloud infrastructure and space in Springfield Underground data center.
- Made improvements to the Blair Shannon data center and Telecommunications office spaces to support future projects and staffing needs.
- Worked with the Payroll Department to implement Time Clock Plus software and with Human Resources to implement process improvements.
- Participated in planning meetings on the renovation of Cheek Hall and worked to eliminate the need for the Cheek Hall data center.
- Implemented digital Bear Pass credentials and integration with the Transact mobile app for door access and payments.
- Installed a secondary Internet connection to minimize the risk of service outages and business interruptions.

- Installed wired and wireless network infrastructure, phones, electronic door access and video surveillance cameras for construction projects including the Grizzly Lofts, Richards House, Old Glass Place, Darr Housing Facility, Darr Small Animal Education Center, Kampeter Hall, and Looney Hall Sim Lab.
- Implemented 911 Inform to comply with Ray Baum’s Act and Kari’s Law, which require location information to be provided when an emergency call is placed to 911 dispatchers.
- Continued distribution of MiFi (hotspot) units to first generation students through a grant program.
- Increased the use of the Budget Buy program to replace over \$300,000 worth of in-stock PCs to speed the time of delivery and the life-cycle replacement of outdated equipment.
- Worked with Alliance for Healthcare Education partners to develop a memorandum of understanding that outlines IT service requirements to support the effort.

VIII. INTERNAL AUDIT AND RISK MANAGEMENT

- The Office of Internal Audit & Risk Management (OIARM) developed more agile methods of auditing and advising, with a focus on ensuring that significant information is communicated to management in a timely manner. OIARM staff has implemented robotic processes using Diligent software, which provides continuous monitoring through real-time transaction review. The team has also implemented real-time monitoring of the Blunt Hall project.
- OIARM staff have also increased their ability to leverage data. The team implemented Diligent software and will work closely with the Office of Institutional Effectiveness to develop system capability by identifying data points needed for audit purposes.

IX. MARKETING AND COMMUNICATIONS

Marketing & Communications has been a key partner in transformational projects across the university and has also implemented new products and processes within its own division. Accomplishments include:

- Completed academic alignment updates for Phase 1 and 2 on the MSU website and associated print pieces.
- Developed and executed the communications plan including campus-wide emails, videos, website creation, and online survey creation and analysis for the new president search and President Smart’s retirement.

- Provided extensive communication and creative services support for the application for membership prepared for Conference USA.
- Partnered with Admissions to provide extensive social media and digital marketing support for Fall 2024 recruitment efforts. Partnered with multiple colleges on digital marketing campaigns.
- Provided critical support for the Alliance for Healthcare Education communication and branding. Providing project management of the agency-led website development on behalf of the four partners.
- Completed the installation, deployment, and training for the new university calendar.
- Partnered with the Registrar in the deployment of the new catalog platform, providing extensive updates to the MSU website.
- Incorporated artificial intelligence into Marketing & Communications processes along with ethics and guidelines for use.

X. STRATEGIC ENROLLMENT MANAGEMENT

A. New Student Recruitment

Admissions numbers fluctuate over the summer and early fall. As of June 1, 2024:

- **FTNICs.** First-time, new-in-college (FTNIC) enrollment was severely challenged by problems with the federal rollout of the simplified FAFSA form. Those complications led to a 19.35% year-over-year decrease in FTNIC FAFSA submissions to the university. Admissions, Financial Aid, Marketing & Communications, and the Printing & Postal teams worked hard to mitigate the negative impacts of the FAFSA change. As a result of their work, the university has seen a 4.3% year-over-year increase in applications, a 2.7% increase in admits, and a 1.4% decrease in deposits. Although the decrease in deposits is a concern, in March, the university was down 13.1% year-over-year.

Factors contributing to the progress made on deposits include:

- Implemented new marketing strategies designed to reach specific populations. Examples include outreach dual credit students who are likely to be eligible for MoState Access, message testing to increase recruitment of male students, creation of a homeschool-specific webpage, and translation of admissions pieces into Spanish.
- Increased attendance at major recruiting events including Showcase, admitted student Mondays, and campus visits. The spring Showcase was the largest spring event since 2017. Campus visit attendance increased 9.9% over 2023-2024.

- Developed a new partnership with KC Scholars in December 2023. This resulted in 185 scholarship offers and 51 paid enrollment deposits.
- Partnered with Niche to enhance the university's online presence and implement a direct admissions pilot. Through the partnership, 21,020 students were loaded into Admissions' customer relationship management system.
- Developed a dashboard that provides real-time information about applications, admissions, enrollment deposits, FAFSA completions, scholarship acceptance yield, housing contracts, orientation registrations, and registrations for FTNICs, new undergraduate transfer students, and graduate students.
- Each college worked to welcome prospective students to campus and meet them at college fairs and other events, cultivate interest through direct communication, and develop relationships.
- **Transfer Students.** New undergraduate transfer students are up 8.2% in applications, 4.8% in admits, and 5% in registrations. Factors contributing to these gains include:
 - All colleges participated in a Transfer VIP Day for prospective/admitted transfer students.
 - Increased communication about MoState Access.
 - Outreach to admissions counselors.
 - Expanded reach at transfer events and student meetings by cross-training staff and partnering with the Academic Advising & Transfer Center
 - Developed additional 2+2 plans. This progress was made possible in part by the use of new technology that streamlines the review process and automates time-consuming tasks.
 - Work in each college to strengthen relationships with community college faculty and academic leaders, communicate with prospective students, and smooth transfer pathways.
- **Stopped-Out Students.** The university partnered with ReUp to recruit 29 returning adult learners who earned some college credit from Missouri State but did not graduate. Marketing & Communication assisted with this work by creating a video that highlights a financial aid opportunity available to adult learners. There is potential for this partnership to continue to grow. As of May 21, 2024, 472 of the students ReUp reached out to have expressed interest in returning to Missouri State.
- **International Students.** MSU's international enrollment reached 1,873 international students from 94 countries in Fall 2023. That number represents 1,130 international

students on the Springfield campus and 743 students at MSU program locations in China.

Existing international partner programs and new initiatives contributed to enrollment growth and expanded opportunities for education abroad and global learning on campus. Four new international dual degree or transfer programs were finalized in 2023-2024 and will begin to have an impact on international enrollment in the 2024-2025 academic year.

Planning continues to progress toward the addition of Data Analytics as a second major available for students completing an MSU bachelor's degree at the LNU-MSU College of International Business in Dalian, China. The first class of students accepted into the new program are expected to begin studies in Fall 2025.

- **Graduate Students.** Graduate enrollment for Fall 2024 is expected to be down slightly. Primary contributing factors are a decrease in graduate programs associated with education due to discontinuation of external funding sources and stabilization of programs that had experienced rapid growth, primarily in international education.

B. Retention and Graduation Rates

2022-2023 Fall-to-Fall Retention Rates. Retention of first-time full-time undergraduate students reached an all-time high of 79.3% in Fall 2023. Retention also increased for all four groups for which the university tracks disaggregated data (Pell-eligible, first generation, Hispanic/Latino and Black/African American students).

2016-2022 Graduation Rates. Graduation rates, however, continue to be impacted by COVID disruptions and other factors. The 2023 six-year graduation rate for students who were first-time, full-time students in fall 2017 was 57.6% -- down slightly from the 2022 number, which was 58.4%. Graduation rates for the four groups for which the university tracks disaggregated data also decreased.

Work to Improve Retention and Graduation Rates. Work occurred throughout the university to improve student success, including:

- Implemented a career ladder for advisors to increase retention.
- Established student success/advising centers in the Darr College of Agriculture and the Reynolds College of Arts, Social Sciences, and the Humanities. The centers will provide advising services to students beginning in the 2024-2025 academic year. With these additions, all colleges have student success/advising centers.
- Reviewed and changed policies to remove barriers to student success. Examples include the removal of transcript holds for university balances, clarification of the student grade appeals policy and process, and the creation of a comprehensive student appeals form.

- Implemented a campaign to help students understand the importance of completing 30 credit hours per year.
- Redesigned the JumpSTART program for students admitted under supplemental application. Beginning in August 2024, the program will be called Bear Launch and will provide yearlong academic and social support.
- Launched revised programming for Inclusive Excellence Scholarship recipients and BearsLEAD participants. Fall 2023 BearsLEAD participants had a 93% fall-to-spring retention rate.
- Provided Counseling Center services to 834 individual students, totaling 4,281 counseling sessions in 2023-2024. The center also provided 305 hours of outreach services.
- Increased intentional connections between living-learning community (LLC) residents and faculty/staff partners. 67.2% of LLC participants who responded to a survey indicated that they agreed or strongly agreed with the statement “my college experience was improved by participating in the LLC.”
- Developed strategies to increase first-year participation in fraternity and sorority life and established a baseline for future years.
- Tracked correlation between participation in campus recreation programs and retention. 88.1% of program participants indicate that recreation facilities are an important factor in their decision to continue at the university, and 79.86% say that recreation programs are an important factor in continued enrollment.
- Joined the National Student Clearinghouse’s Postsecondary Data Partnership, which will provide more complete and granular data about student progress and outcomes.
- Was selected to participate in the American Association of State Colleges and Universities (AASCU) Student Success Equity Initiative.

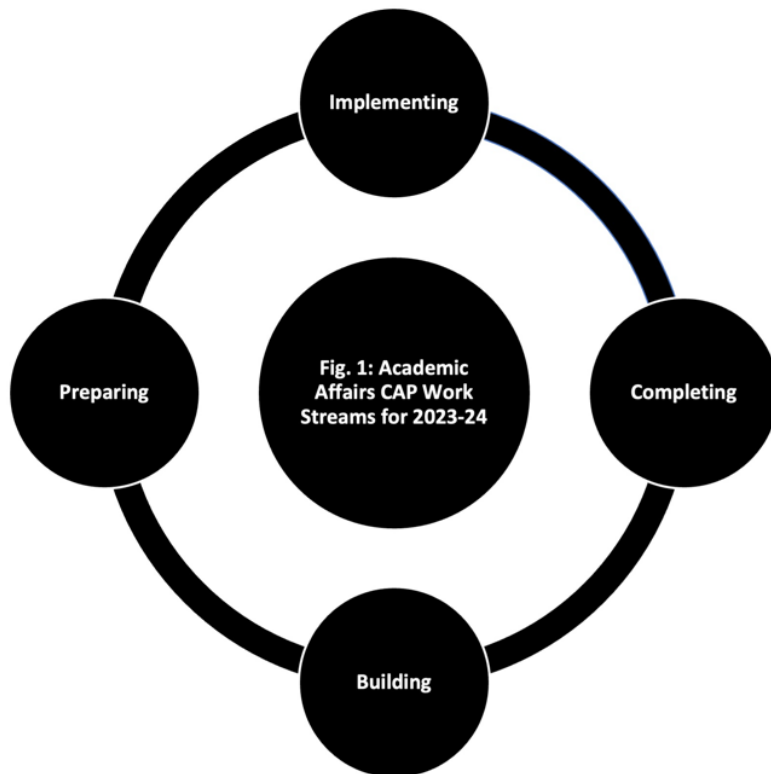
XI. WEST PLAINS

The West Plains campus has its own action plan and reports annual accomplishments in that context. Several of the campus’ 2023-2024 achievements received significant support from the Missouri State University system, including:

- In-person engagement by the Board of Governors and President Smart during the Higher Learning Commission’s site visit in November.
- Assistance in the implementation of the SLATE web application, Banner upgrades for FAFSA configuration, and student retention software supported by the joint campus Title III grant.

- Assistance in purchasing and/or receiving property for campus utilization, including the Grizzly Lofts, the farm for the Wulff-Risner Agricultural Science Center, and property for the campus “front door” entrance project.
- Coordination with the Office of Sponsored Research concerning existing grants and grant applications as well as animal care and use.
- Continuing engagement with the Dalian, China, campus facilitated by the Office of International Programs.
- Ongoing support of the Office of Financial Services in budgeting, budget implementation, and procurement.
- The system also provided support for facilities projects including the ASCEND Autism Center, IT upgrades in the Looney Hall sim lab, and student housing. Specifically:
 - Planning, Design and Construction provided coordination, development, and on-site management in all aspects in the construction of the Neurodiversity and Autism Center, which will house the ASCEND program for autistic students on the West Plains campus. A total of 21 students are currently enrolled in the ASCEND program for Fall 2024.
 - The Office of Information Technology provided specialized assistance in the implementation of the Allied Health & Nursing Program’s new SIM lab in Looney Hall.
 - The President, General Counsel’s Office, Financial Services, Office of Advancement, and Facilities Management supported and helped coordinate activities that enabled the purchase/gifting of the Grizzly Lofts.

Missouri State University's Board of Governors Meeting of May 9, 2024
Update on Academic Affairs Continuous Agility Process (CAP) Work Streams and Outputs for 2023–24
Progress report as of April 30, 2024, from Provost Dr. John Jasinski and the Deans' Team



The Academic Affairs Continuous Agility Process (CAP) is a systematic, ongoing process that keeps academic affairs fresh, relevant and market-savvy. As part of a learning and growing organization, the process is designed to be continuous and agile. Work streams can be inserted into the system on an as-needed basis or cyclically.

The 2023–24 CAP addresses four work streams, as found in **Fig. 1**. They are intertwined and parallel in nature.

Throughout 2023–24, we addressed approximately 20 outputs across the four work streams. We knew that not all outputs could be fully completed and planned accordingly to allow for some ebb and flow due to the rhythm of the academic year. We also added or paused outputs as needed and continuously analyzed the potential for “stop doing” activities. A year-end progress update follows for each output. Outputs include designations as being completed (moving into full implementation) or ongoing (with more work to be done).

Work Stream 1: Implementing

- **Output 1: College realignment changes (Phase 3) (completed)**
 - ⇒ *Intended output: Complete all elements related to July 1, 2023, realignment and prepare for the changes to be effective July 1, 2024; all to be completed by July 1, 2024*
 - ⇒ *Responsible: College deans; Accountable: John Jasinski*

Numerous college-related academic realignment changes occurred from December 2022 through June 2023; these changes were within phases 1 and 2. The 2023–24 CAP includes an output regarding college realignment changes, phase 3. The intended output is to complete all elements related to the July 1, 2023, realignment and prepare for the changes to have taken effect by July 1, 2024.

Phase 3 changes executed since July 1, 2023, include:

⇒ **School names**

- School of Earth, Environment and Sustainability (formerly the department of geography, geology and planning). Effective November 1, 2023.
- School of Health Care Professions (comprised of the following programs: athletic training, audiology, occupational therapy, physician assistant studies, physical therapy, RStats, speech/language pathology and communication sciences and disorders undergraduate program). Effective July 1, 2024.

- School of Health Sciences (comprised of the following programs: dietetics and nutrition, health services, sports medicine, recreation, physical education, exercise and movement science, biomedical sciences and public health). Effective July 1, 2024.
- School of Hospitality and Agricultural Leadership (comprised of the following programs: hospitality leadership, agribusiness, agriculture education and agricultural communications). Effective January 4, 2024.
- School of Agricultural Science and Conservation (comprised of the following programs: animal science, equine science, pre-veterinary, environmental plant science, natural resources and wildlife conservation and management). Effective January 4, 2024.
- School of Construction, Design and Project Management (formerly the department of technology and construction management and the department of merchandising and fashion design). Effective July 1, 2024.

⇒ **Leadership personnel**

- Darr College of Agriculture (DCOAG)
 - Dr. Melissa Bledsoe, dean, DCOAG. Effective May 1, 2024.
 - Dr. Kara Wolfe, director, School of Hospitality and Agricultural Leadership and Dr. Lacy Sukovaty, director, School of Agricultural Science and Conservation. Effective August 1, 2023.
- College of Business (COB)
 - Dr. Xiang Guo, head of the department of information technology and cybersecurity. Effective January 1, 2024.
- College of Education (COE)
 - Dr. Minor Baker, director, School of Teaching, Learning and Developmental Sciences. Effective July 1, 2024.
- College of Natural and Applied Sciences (CNAS)
 - Dr. Kyoungtae Kim, head of the biology department. Effective March 1, 2024.
- McQueary College of Health and Human Services (MCHHS)
 - Dr. Michael Bird, director, School of Health Care Professions. Effective July 1, 2024.
 - Dr. Tona Hetzler, director, School of Health Sciences. Effective July 1, 2024.

⇒ **Website updates:** All website updates from academic realignment changes to date have been completed.

⇒ **Other updates:** Financial records, human resources records, MSU Foundation records, for example, have been updated per academic realignment changes.

• **Output 2: Brightspace learning management system (LMS) (near completion)**

⇒ *Intended output: Ensure complete changeover to Brightspace, effective May 13, 2024*

⇒ *Responsible: Nancy Gordon; Accountable: John Jasinski*

Academic affairs, information services and other areas have worked collaboratively to achieve these goals.

- ⇒ Planning and execution have taken place, with early adopter faculty trainings and workshops being implemented.
- ⇒ Open labs are frequently offered to assist faculty with course migration.
- ⇒ Visits/trainings with academic departments will continue through the fall semester.
- ⇒ Communication plans have been enacted.
- ⇒ Missouri State University-West Plains went live with Brightspace in January 2024, and we are on track to go live on the Springfield campus on May 13, 2024.
- ⇒ Ongoing analysis, monitoring, training and tool adoption is scheduled.

• **Output 3: Faculty Success (completed)**

⇒ *Intended output: Ensure full changeover to use of Faculty Success by all faculty, effective February 2024*

⇒ *Responsible: Letitia White Minnis; Accountable: John Jasinski*

Faculty Success was fully implemented across campus by February 2024. Faculty Success is an information system that maintains information generally reflected in faculty vitae; it provides detailed information regarding courses taught and service contributions, allows for digital monitoring and updating of faculty information and provides readily accessible information for annual reviews, the promotion and tenure process and reports related to accreditation and assessment.

- ⇒ In fall 2023, 28 faculty across three colleges, COE, CNAS and MCHHS, submitted applications for tenure and/or promotion via Faculty Success.
- ⇒ This spring, all faculty — across all colleges and University Libraries — received annual reviews via Faculty Success. Point persons from each area are in the process of debriefing and refining approaches.
- ⇒ The system will be fully deployed moving forward.

- **Output 4: Advising changes + transfer enhancements (ongoing)**

- ⇒ *Intended output: Update master articulation agreements for all 12 community colleges and prioritize development or updates for other 2+2 agreements*
- ⇒ *Responsible: Ross Hawkins, Kelly Wood; Accountable: Zora Mulligan*

In collaboration with human resources, the advising working group established three academic advisor positions/job descriptions, which provide career pathways for academic advisors. These advisor positions/job descriptions will be used campuswide, effective July 1, 2024, though the Deans' Team will help clarify and codify specific elements of the pathway. The group also reviewed master articulation plans for partner community colleges, ensured the plans are current and established an annual review cycle for 2+2 plans.

- ⇒ Advisor positions include academic advisor I, academic advisor II and senior academic advisor.
- ⇒ We are continuing work on establishing professional advising centers in each college.
- ⇒ Our top eight community college partners (those with highest enrollment) remain priority institutions for future 2+2 planning.
- ⇒ A transfer workgroup will provide improvement recommendations by July 1, 2024.

- **Output 5: Academic unit dashboard pilot use (ongoing)**

- ⇒ *Intended output: Go live with the pilot dashboard by September 2023*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

In tandem with EAB, we previously selected pilot metrics for academic unit dashboards. Ongoing difficulties with EAB's Edify data warehouse (see below: Work Stream 1, Output 6) and employee departures in the office of institutional research limited the ability to develop dashboards for use by academic unit leaders (AULs). Nonetheless, we have made related progress.

- ⇒ We hired a new director of institutional research. The development of dashboards is a high priority.
- ⇒ AULs gathered to read *Start, Stop, or Grow? A Data-Informed Approach to Academic Program Evaluation and Management* and discussed how we will use dashboards for data-informed decision making, once these dashboards are available.
- ⇒ We engaged Gray Decision Intelligence on their *Markets* dashboard. This dashboard will give academic departments an external view of market demand for various academic programs, both existing and potential. The Gray DI Markets data also provides market-related information that will be useful to other areas on campus, such as athletics, marketing and communications, career services and enrollment management services.
- ⇒ Through Complete College America, we have engaged DXtera and the Postsecondary Data Partnership (PDP) to use their dashboards to gain insights into our internal data, benchmarked against other institutions that submit data to the PDP. The PDP is a nationwide effort to help colleges and universities gain a fuller picture of student progress and outcomes, meet reporting requirements and identify where to focus resources. The PDP dashboards highlight key performance indicators, including credit accumulation rates, gateway course completions, retention and persistence, outcome measures and more. These dashboards are near completion and should be available in the near term.

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- **Output 6: Data warehouse (EAB's Edify) (changing course)**
 - ⇒ *Intended output: Work with information services to implement Edify*
 - ⇒ *Responsible: Theresa McCoy, Chelsey Giles; Accountable: Jeff Coiner, Ken Brown*

After analysis and discussion with EAB, we pivoted from Edify. Instead, we will build our own data warehouse.

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- **Output 7: Curricular workflow process changes and continuing process improvements (ongoing)**
 - ⇒ *Intended output: Ensure changeover to new software is successful and other key elements from the spring 2023 report are addressed*
 - ⇒ *Responsible: Angela Young; Accountable: Ken Brown*

The curricular workflow process has reached a point of significant bottleneck over this past academic year; it is tapped for urgent improvement.

- ⇒ The office of the registrar is currently working with the modern campus implementation team to configure software that is designed to support the curricular action workflow.
- ⇒ In fall 2024, the office of the registrar will continue working with Faculty Senate Executive Committee and the office of the provost to address key elements from the 2023 report and to prepare the new curricular action software for training and use by faculty campuswide.

Work Stream 2: Completing

- **Output 1: Study teams from academic realignment, phase 2 (see below for status, such as completed or ongoing)**
 - ⇒ *Intended output: Ensure the work of each of the seven study teams is concluded by February 2024*
 - ⇒ *Responsible: Shawn Wahl – **ROTC**; Tammy Jahnke – **Honors College**; Barri Tinker – **Outreach**; Barri Tinker and Tom Peters – **Haseltine Library**; **BIO/BMS** – Tammy Jahnke and Mark Smith; **three student pathways** – Tammy Jahnke; **eJournal of Public Affairs** – Kathy Nordyke; **Enrollment Management and Student Success Team** – TBD; Accountable: John Jasinski*

Two other teams were added during the year: **DFW Rate Study Group** (Responsible: Ken Brown and Julie Masterson; Accountable: John Jasinski) and **Graduate College Tuition and Fees Study Team** (Responsible: Julie Masterson; Accountable: John Jasinski). One team, the **Enrollment/Student Success Study Team**, was paused.

- ⇒ **ROTC Study Team (completed):** As part of academic realignment, the department of military science moved to the Reynolds College of Arts, Humanities and Social Sciences (RCASH) as part of the School of Defense and Strategic Studies (effective July 1, 2023).
- ⇒ **Honors College Enhancement Task Force (ongoing):** The Honors College enhancement task force's charge was to assess the current state of the Honors College and provide recommendations for enhancing it. The task force completed its listening phase. An overall summary of data was presented to Faculty Senate on Nov. 9, 2023. The same summary, with further analysis and discussion-based questions, was shared with academic affairs leadership teams in December 2023. The task force submitted final recommendations for enhancements to the provost in March 2024. The task force recommended more transparency in pathways for honors students in each major; clarity for students on the benefits of an honors education; more input/regular advice from faculty, academic advisors, students and alumni to the honors college; enhanced use of data and improved systems; and significant changes to job descriptions and expectations of the director and assistant director. All recommendations align with the National Collegiate Honors Council's shared principles and practices. The Deans' Team is currently developing an action plan.
- ⇒ **Outreach Team (completed):** The Outreach off-campus programs and staff were moved under COE, effective January 2024. The budget was adjusted and will be added to COE's budget for fiscal year 2025.
- ⇒ **Haseltine Library (near completion):** Conversations are ongoing about moving Greenwood's Haseltine Library from University Libraries' jurisdiction to Greenwood/COE. This move is anticipated by July 1, 2024.

- ⇒ **BIO/BMS Review (ongoing):** The biology (BIO)/biomedical sciences (BMS) review addressed the charge of evaluating content, content level, syllabi and curriculum to eliminate duplication across colleges; optimize the benefit for students and develop clearer, distinct and cooperative pathways for current and prospective students. BIO and BMS faculty met in small groups during fall 2023 and submitted reports to department heads. The department heads submitted a final report to the deans in December 2023. An external faculty reviewer conducted a workshop and assessment in January 2024 and subsequently submitted findings and recommendations. An inter-departmental committee was then created with the central purpose of continuing discussion and collaboration. The committee will meet twice each semester for the following purposes: collaborate and review all curricular proposals prior to submission to college councils; review all scheduling to ensure that students can maximize enrollment in classes; carry out the action plan created by both departments in fall 2023; and maintain communication between BIO and BMS, including the planning of at least one event each semester that brings the departments together.
- ⇒ **Three Student Pathways Study Team (near completion):** Two of the three advising pathways are completed. An advising worksheet to explain the differences between COB's mechanical engineering technology program and CNAS's mechanical engineering program is complete, and a pre-health handbook is now available for use by advisors across campus. The third — for the information technology and cybersecurity department and the computer science department — is in progress, with predicted completion in summer 2024.
- ⇒ **eJournal of Public Affairs (completed and in deployment):** This has transitioned ownership and has a path forward for viability and visibility. The *eJournal of Public Affairs* was a scholarly peer-reviewed journal published by Missouri State until a few years ago. After a hiatus, the *eJournal* has been moved to the office of citizenship and service learning (CASL). In less than six months, CASL formed an Executive Leadership Board, a new editorial board and a new submission review board; completely revamped the website and created a new logo; publicized the relaunch of the *eJournal* with the American Association of State Colleges and Universities (AASCU) and the American Democracy Project; was accepted to present about the *eJournal's* relaunch at two national conferences during summer 2024; and received enough papers to produce the first issue of the relaunched *eJournal* in fall 2024, plus a second issue in spring 2025 and a third issue in fall 2025. It is the goal for the *eJournal of Public Affairs* to be the gold standard of scholarly journals that focus on civic engagement and public affairs topics, research and scholarship. Notably, the *eJournal* team accomplished this with a budget nearly \$100,000 less than the publication's previous iteration.
- ⇒ **DFW Rate Study Group (completed and in deployment):** The DFW rate study group's charge was to understand high DFW rates and provide recommendations for improving them. During a leadership mini-retreat in fall 2023, data demonstrating discrepancies among DFW rates across sections of the same course were presented. From that discussion, the team studied courses with high DFW rates as well as how to subcategorize these into courses with high intra-section variability versus those with low variability. The team identified potential factors that might influence this variability. The team also reviewed the literature regarding how to best address high DFW rates. In March 2024, an Academic Leadership Institute, consisting of all AULs, was dedicated to this topic. The study team provided an actionable dashboard of data to AULs on the DFW rates within their departments, schools and colleges. EAB's Dr. Christina Hubbard presented EAB's research on industry best practices to reduce DFW rates and limit the variation in DFW rates across course sections. Moving forward, leaders will continue to review specific course data with faculty to develop and implement effective strategies, emphasizing the need for a cultural shift from equating high failure rates with academic rigor.
- ⇒ **Graduate College Tuition and Fees Study Team (completed):** The Graduate College tuition and fees study team was enacted in November, and its charge was to study comparative rates and make recommendations for appropriate changes. All colleges were represented, and the team provided recommendations in January 2024, based on comparative factors and costs per degree. The recommendations were approved by the Executive Budget Committee and were part of the tuition and fee recommendations provided to the Board of Governors for approval at the April 2024 meeting.
- ⇒ **Enrollment/Student Success Study Team:** This study was paused.

- **Output 2: Academic Performance System (APS) (ongoing)**

- ⇒ *Intended output: Complete draft No. 1 by October 1, 2023, and ensure readiness for the Higher Learning Commission (HLC) response in 2024*
- ⇒ *Responsible: Mark Woolsey; Accountable: Ken Brown*

We completed draft No. 1 and described the “as is” process for our measurement system — the “what,” “how,” “who,” “why,” “when,” etc. Ongoing revisions reflect process changes.

- ⇒ This is on track to be refined and finalized by summer 2025, well in advance of HLC’s spring 2026 visit.

- **Output 3: Open Educational Resources (OER) study team, regarding year-long project with the American Association of Colleges & Universities (AAC&U) (near completion)**

- ⇒ *Intended output: Complete year-long study and produce report recommendations by summer 2024*
- ⇒ *Responsible: Tracy Stout; Accountable: John Jasinski*

We are on track to complete AAC&U’s year-long study and produce report recommendations by summer 2024.

- ⇒ The team reviewed data on OER use and OER interest on campus, addressed increasing OER awareness and explored an OER Champions program. OER offers a solution to challenges associated with inclusive access textbook programs on campuses by providing freely accessible and adaptable educational materials. OER promotes affordability, equity and flexibility, ensuring that all students have access to quality learning resources without financial barriers.
- ⇒ We hosted the MO A&OER Conference, which was held virtually on March 7, 2024.
- ⇒ Team members presented on OER at a Student Government Association (SGA) meeting. SGA shows interest in assisting with recognizing faculty who utilize OER in their courses. This is a first step towards creating the OER Champions program.
- ⇒ The OER team received the Faculty Watch survey results, which indicate OER awareness efforts have already made a slight impact and that faculty on campus are interested in using OER and other free resources for their students.
- ⇒ To begin gathering student perspectives, OER textbook-related questions were added to the psychology program’s exit survey, and similar questions will be added to specific courses that are using an OER Calculus textbook. Further study of these survey results is ongoing and will be included in the team’s final report and recommendations.
- ⇒ The OER team expects its work to extend beyond the AAC&U Institute on OER, which ends June 11, 2024.

Work Stream 3: Building

- **Output 1: Academic reinvestment strategy (completed)**

- ⇒ *Intended output: Ensure the budget process uses established reinvestment guidelines*
- ⇒ *Responsible: Deans’ Team; Accountable: John Jasinski*

The Deans’ Team established reinvestment guidelines for the \$1.8 million pool allocated for program growth.

- ⇒ The Deans’ Team continues collecting investment possibilities and allocating monies from the reinvestment pool (e.g. faculty position support, agriculture support, etc.).
- ⇒ An academic affairs reserves approach has been built as part of an overall strategic funding approach — target amounts and identified investments have been articulated.
- ⇒ Monies reallocated from the former access and outreach budget are being used to support the organizational rebuilding of the office of institutional research (OIR).

- **Output 2: Data analytics approach (ongoing)**

- ⇒ *Intended output: Develop short- and long-term approaches to revamping OIR and invoke short-term measures by spring 2024*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

As reported to the BOG in October 2023, one CAP area that was of particular concern was the overall approach to data collection and use. We took holistic, robust and aggressive steps to address this area (e.g., assigning Chief Academic Strategy Officer Ken Brown to develop a plan for a reimagined, best-in-class institutional effectiveness approach and a restructured OIR). Overall, our intent is to transform OIR to an entity that is both compliance driven and proactive in providing data, information and insights — with descriptive, diagnostic, predictive and/or prescriptive lenses.

- ⇒ We collected input from various leadership groups across campus, including the Deans' Team, Academic Leadership Institute and Academic Collaboration Team on what has and has not worked well with OIR in the past, as well as desirable outcomes.
- ⇒ Brown participated in an EAB-led institutional research collaborative that collected input from successful offices nationwide with the goal of understanding key features of a high-functioning OIR office.
- ⇒ As noted in Work Stream 1, Output 5, we hired a new director of institutional research, who joined us in April 2024. We also placed two graduate assistants in OIR to address short-term issues.
- ⇒ The intent is to implement the plan for a reimagined, best-in-class OIR office and overall institutional effectiveness approach over the next few months.

- **Output 3: Comparator and College and Universities Personnel Association (CUPA) approaches, including analysis of guidelines for institutional peers and individual positions (completed)**

- ⇒ *Intended output: Define and select institutional peers and ensure CUPA data submission for individual positions is complete, accurate and up to date*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski*

The CUPA review/institutional comparator team — including faculty, AULs and administrators — was charged with defining and selecting institutional peers and ensuring that CUPA data submission is complete, accurate and current.

- ⇒ Research into the process used by other universities and systems for peer-school identification was completed. The research found a broad set of variables that universities and systems use to define themselves and their peer schools. Historically, Missouri State has compared itself, from a human resources standpoint, with Carnegie Classification schools that were classified as either “Master’s Colleges and Universities - Larger Programs” or “Doctoral/Professional Universities.” The team recommended Missouri State compare itself with both “Master’s Colleges and Universities - Larger Programs” and “Doctoral/Professional Universities” classifications. This significantly expanded the set of peer schools, increasing the likelihood that comparison data will exist for most Missouri State disciplines. The larger set of peers also ensures that individual schools will have less impact on the results, ensuring a better view of the markets for faculty in various disciplines.
- ⇒ The team articulated these CUPA data submission accuracy steps. Data were submitted that were complete, accurate and up to date. The process and the changes in data submission were reviewed with various groups, including the Deans' Team, AULs and Faculty Senate.
- ⇒ CUPA data results were shared with key stakeholders in March 2024. This included both the list of institutional peers and comparative salary data to those peers. These data have been posted on the internal university website for employees to review. The data were also presented to the Executive Budget Committee and was used in determining FY 2025 budget proposals.
- ⇒ We have worked with individual faculty, departments, schools and colleges who did not have comparison data within defined peer sets to provide data from a broader set of schools. This process provides additional data to faculty and administrators when making hiring, salary and equity-based pay raise decisions.
- ⇒ The improved CUPA salary reports for tenure and non-tenure track faculty were used by AULs and deans in evaluating FY 2025 faculty equity requests.

- **Output 4: Artificial Intelligence (AI) use and approaches (ongoing)**

- ⇒ *Intended output: Update academic integrity policy, including AI as appropriate or developing separate AI policy by August 2023; develop/deploy approach to addressing AI in the classroom throughout 2023–24*
- ⇒ *Responsible: Ken Brown; Accountable: John Jasinski, with information services addressing the institutional component*

Following a provost's office-sponsored AI Forum in spring 2023, we addressed several areas in this evolving field.

- ⇒ We updated our academic integrity policy to include AI prior to August 2023.
- ⇒ We developed and deployed an approach to addressing AI within the classroom in August 2023.
- ⇒ We tracked classroom use of AI in fall 2023.
- ⇒ We presented examples of faculty approaches to AI in teaching and research to BOG in February 2024.
- ⇒ In tandem with President Clif Smart and at an EAB-hosted forum, we developed an approach to address AI at the March 2024 leadership mini-retreat.
- ⇒ A small group of faculty, staff and administrators are piloting Microsoft's Copilot AI tool, which is based on Chat GPT-4. Myriad areas within academic affairs are using AI.
- ⇒ We have provided, and will continue to provide, any number of professional development sessions about the use of AI within colleges and across academic affairs.

- **Output 5: Research strategy and research compliance (ongoing)**

- ⇒ *Intended output: Develop strategy for enhancing research, update the center and institute policy and develop an annual review mechanism for centers and institutes, delineate as-is process for research compliance and produce recommended changes*
- ⇒ *Responsible: Paul Durham and Amy Hulme, respectively; Accountable: Brad Bodenhausen, John Jasinski*

We are continuing to collect a broad array of inputs on research strategy (e.g., Carnegie Classifications, workload, types of research by college, infusing research into service offerings and community outreach in line with our public affairs mission, etc.). This work will be ongoing.

- ⇒ The research compliance report was delivered in December 2023. In concert with the office of research administration, we developed an action plan and have begun implementing the plan's measures.
- ⇒ We have received feedback on the center and institute policy and are working to refine definitions, points of contact, timelines, etc.
- ⇒ We are working to analyze promotion and tenure guidelines and workload policies, relative to research, through the lenses of transparency, accountability and equity across all academic units.
- ⇒ We are vetting how to better promote undergraduate and graduate research and share research findings locally and more broadly.

- **Output 6: Online strategy, including exploration of course offerings and modalities (ongoing)**

- ⇒ *Intended output: Develop an online strategy*
- ⇒ *Responsible: Subha Basu Roy; Accountable: Ken Brown*

Many constituents have given input about the present state of online approaches. Much more work is needed.

- ⇒ An updating of modality terms and definitions was the first part of our study, and the analysis and recommendations continue to be refined in conjunction with campus feedback. We project this phase to be completed by September 2024 and fully implemented by fall 2025.
- ⇒ Development of an online strategy and articulating other offerings and modalities is ongoing. We have, for example, assessed internal operations and offerings, met with external vendors and reviewed best practices.

- **Output 7: Classroom technology approach, including research into hy-flex, immersive/active learning classrooms and facilities (ongoing)**

- ⇒ *Intended output: Develop approach for short- and long-term investment in classroom technology*
- ⇒ *Responsible: Nancy Gordon, Brian Leas, Subha Basu Roy, Corey Tracey; Accountable: John Jasinski*

We paused this until spring 2024. In February 2024, study group visited Steelcase Learning and Innovation Center in Grand Rapids, Michigan, and toured multiple active learning spaces.

- ⇒ We have shared findings with various academic leadership groups, and Steelcase is providing virtual tours for those who were not part of the visit.
- ⇒ We are identifying a space in Meyer Library to set up an active-learning classroom that will serve as a research and development lab for new classroom design and professional development environment.
- ⇒ We are developing short- and long-term investment recommendations.

- **Output 8: Professional development approach (completed)**

- ⇒ *Intended output: Revamp professional development offerings for new faculty, AULs and administrative assistants*
- ⇒ *Responsible: Judith Martinez, Mark Smith, Mary Lynne Golden, respectively; Accountable: John Jasinski*

Thanks to the leadership of the Deans' Team, our professional development approach is maturing.

- ⇒ We named the new faculty onboarding construct "Bear Bridge." We have delivered monthly Bear Bridge curriculum for new faculty and mentees. We have also hosted numerous functions for new faculty.
- ⇒ We developed and delivered a pilot professional development program for AULs within academic affairs, called "Academic Leadership Values Through a Public Affairs Mission." The program and content are inspired by the three pillars of Missouri State's public affairs mission. Sessions are held monthly.
- ⇒ We held three professional development workshops for academic administrative assistants. The focus was on rolling out the new personnel action form (October), travel expense forms and reports and allowable expenses (November) and P-cards/budget reports/Argos (April).

- **Output 9: Academic advocacy and communication approach (completed)**

- ⇒ *Intended output: Complete communications audit, develop overall approach to academic advocacy and communication and deploy actions*
- ⇒ *Responsible: Lucie Amberg; Accountable: John Jasinski*

Since our previous update to BOG in fall 2023, the academic advocacy and communication approach has continued to grow its audience and influence. It's often deployed to further academic affairs objectives, including CAP outputs.

- ⇒ For example, specialized content was created to support Work Flow 1, Output 2 (regarding the [changeover to Brightspace learning management system](#)). Sample feedback (from a key stakeholder in the Brightspace transition) included: "It was presented in an informative and humorous way that I believe will help the message resonate." Similar content was created to support other CAP objectives, including Work Stream 1, Output 3 (regarding [Faculty Success](#)), Work Stream 3, Output 2 (regarding the [data analytics approach and commitment to data-informed culture](#)), Work Stream 3, Output 4 (regarding [AI](#)) and others.
- ⇒ In addition, specialized content was created to extend and reinforce critical partnerships with regional stakeholders in business and education. Examples include pieces that focus on the "[Pathways for Paraprofessionals](#)" program and the [community graduate assistantships program](#).
- ⇒ To keep up with news about faculty achievements in teaching, research and service, please visit: [Blogs.missouristate.edu/provost/tag/expressions](https://blogs.missouristate.edu/provost/tag/expressions).

Work Stream 4: Preparing

- **Output 1: Draft HLC Assurance Argument responses and reaffirmation of accreditation visit (ongoing)**

- ⇒ *Intended output: Refine responses to Assurance Argument by summer 2024 and submit materials by early fall 2024 for the 2025 HLC visit*
- ⇒ *Responsible: Tammy Jahnke, Mark Woolsey and team; Accountable: John Jasinski*

Our next HLC site visit is scheduled for March 2026, which means that the Assurance Argument must be complete and submitted by early January 2026.

- ⇒ We developed an oversight committee whose purpose is to ensure that the Assurance Argument and evidence are submitted such that the university receives reaffirmation of accreditation for another 10 years from HLC. The oversight committee meets monthly.
- ⇒ Co-leads are charged with writing the Assurance Argument and collecting/archiving the evidence file.
- ⇒ The oversight committee has quarterly meetings with criterion sub-groups, which include students and faculty, plus select staff from administrative services, financial services, human resources, OIR, legal affairs and others as required.
- ⇒ The oversight committee is planning on holding regular, embedded conversations with various campus groups over the next 18 months.
- ⇒ We are also holding a workshop, “Assessment of Student Learning in Graduate Programs,” this summer. This addresses an ongoing HLC requirement, and 10 graduate programs have signed up for the workshop.

CAP Addendum: Other (Other process improvements and outputs, beyond the work streams above.)

- ⇒ Addressed ongoing enrollment and partnership-based issues.
- ⇒ Executed a new approach to BOG orientation materials.
- ⇒ Ensured programs such as the new Ed.D. were steered through state and national review processes and addressed issues related to program accreditation.
- ⇒ Invoked a revised remote learning policy in the event of campus closures or inclement weather.
- ⇒ Required completion of “Preparing for Emergencies” learning modules for all academic affairs personnel.
- ⇒ Helped address significant space-related issues.
- ⇒ Partnered with university advancement in introducing the “Big Idea” concept to the Deans’ Team.
- ⇒ Contributed to a Mountain Grove independent review.
- ⇒ Responded to various legislative response requests.
- ⇒ Addressed myriad other process improvements (e.g., solidified the internal reporting structure to the Missouri Department of Higher Education Workforce Development and HLC).
- ⇒ Provided an internal review of Faculty Senate bylaws and addressed other issues, such as faculty ombudsperson, safety, etc.
- ⇒ Per discussions with leadership from Faculty Senate and Staff Senate, created and executed campus-based academic facility tours in conjunction with the finance and facilities teams.
- ⇒ Improved the tracking system for graduate assistant tuition and fee waivers.
- ⇒ Completed all access and outreach budget-related matters.
- ⇒ Took on three reporting areas from the executive vice president: the office of institutional research, Missouri State Outreach and the registrar’s office.
- ⇒ Requested and gained approval for annual appraisal and development plans to be completed by associate deans and AULs.

XIX.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

ADMINISTRATION NO. 57-24
Approval of the 2025 Meeting
Schedule of Missouri State
University Board of Governors

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

WHEREAS, the Board of Governors has requested a schedule, when possible, of having the Board Committees meet in the afternoon or morning prior to the regular Board meeting.

THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2025.

Lynn Parman
Board Chair

Passed at meeting of
June 21, 2024

Rowena Stone
Secretary to the Board

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2025 MEETING SCHEDULE**

Date	Time	Location	Notes
Friday, February 21	8:30 a.m.	Springfield	Board Committee meetings held the afternoon before.
Thursday, May 8	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on May 9 in Springfield and May 10 in West Plains.
Friday, June 13	8:30 a.m.	West Plains	Board Committee meetings held the afternoon before.
Thursday and Friday, August 7-8	8/7 – 1:00 p.m. 8/8 – 8:30 a.m.	TBA	Two-day retreat.
TBA	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Homecoming festivities held over the weekend.
Thursday, December 11	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on December 12.

MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS EXECUTIVE COMMITTEE
2025 MEETING SCHEDULE

Date	Time	Location
Wednesday, January 15	4:00 p.m.	Zoom webinar
Wednesday, March 19	4:00 p.m.	Zoom webinar
Wednesday, April 16	4:00 p.m.	Zoom webinar
Wednesday, July 16	4:00 p.m.	Zoom webinar
Wednesday, September 17	4:00 p.m.	Zoom webinar
Wednesday, November 19	4:00 p.m.	Zoom webinar

Executive Committee meetings are scheduled for months when no regular Board of Governors meeting is scheduled. If there are no action items needing immediate approval, Executive Committee meetings may be canceled.

XX.

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