



Board of Governors Retreat

Lake of the Ozarks

Thursday, 8/1/2024 1:00 PM -

Friday, 8/2/2024 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 minutes of the June 21, 2024, Board of Governors Meeting

II.A. Open Minutes of the June 21, 2024 Meeting - Page 3

B. Approval of the open and closed minutes of the July 17, 2024, Board of Governors Special Meeting

II.B. Open Minutes of the July 17, 2024 Special Meeting - Page 9

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 11

B. Human Resources

1. Approval of Actions Concerning Academic Employees

III.B.1. Approval of Actions Concerning Academic Employees - Page 15

2. Approval of Actions Concerning Nonacademic Employees

III.B.2. Approval of Actions Concerning Nonacademic Employees - Page 31

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

III.B.3. Approval of Actions Concerning FLSA Nonacademic Employee Salary Increases Effective July 1, 2024 - Page 45

4. Approval of Reclassifications of Nonacademic Employees Effective July 1, 2024

III.B.4. Approval of Reclassifications of Nonacademic Employees Effective July 1, 2024 - Page 47

C. Facilities and Equipment

1. Approval of Bids and Award of a Contract to Modify the Data Center at Cheek Hall

III.C.1. Approval of Bids and Award of a Contract to Modify the Data Center at Cheek Hall - Page 48

2. Approval of Proposals and Award of a Contract to Resolve the Water Infiltration Issues at Plaster Stadium East Grand Stand

III.C.2. Approval of Proposals and Award of a Contract to Resolve the Water Infiltration Issues at Plaster Stadium East Grand Stand - Page 50

- D. Procurement Activity Report
 - 1. Approval of Procurement Activity Report
 - III.D.1. Approval of Procurement Activity Report - Page 52*
- E. West Plains Campus
 - 1. Approval of Actions Concerning Academic Employees
 - III.E.1. Approval of Actions Concerning Academic Employees - West Plains - Page 58*
 - 2. Approval of Actions Concerning Nonacademic Employees
 - III.E.2. Approval of Actions Concerning Nonacademic Employees - West Plains - Page 60*
- IV. Strategic Planning Kickoff *Presented By: President Biff Williams & Dr. John Welty, AASCU Consultant*
 - IV. Dr. John Welty - AASCU Consulting - Page 62*
 - A. Introduction and Purpose of Strategic Planning Process
 - B. Overview of Strategic Plan Process and Timeline
 - C. Events, Trends, and Issues Impacting Higher Education over the Next Five Years
 - <https://research.com/education/trends-in-higher-education>
 - D. Small Group Exercises
 - E. Wrap-up and Review
- V. Board of Governors Panel *Presented By: Zora Mulligan, Executive Vice President*
- VI. Legislative Preview *Presented By: Zora Mulligan, Executive Vice President*
- VII. 2024-2025 Missouri State University Action Plan
 - VII. 2024-2025 Action Plan - Page 63*
 - A. Athletics Update *Presented By: President Biff Williams; Brent Dunn, Vice President for University Advancement and Athletics Director Search Committee Chair; & Casey Hunt, Interim Director of Athletics*
 - B. Accreditation *Presented By: Drs. John Jasinski, Provost; Tammy Jahnke, Dean of the College of Natural and Applied Sciences; & Dennis Lancaster, Chancellor of the West Plains Campus*
- VIII. Old Business
 - A. Presidential Transition Plan Update *Presented By: President Biff Williams*
- IX. New Business
 - A. Development Report *Presented By: Brent Dunn, Vice President for University Advancement*
 - IX.A. Development Report - Page 74*
 - B. Discussion of 2025 Board of Governors Officers *Presented By: Governor Lynn Parman*
- X. Resolution Authorizing Closed Meeting, Pursuant to the Revised Statutes of the State of Missouri 610.021
 - X. Closed Meeting Resolution - Page 76*
- XI. Adjournment *Presented By: Governor Lynn Parman*

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
FRIDAY, JUNE 21, 2024**

The Board of Governors for Missouri State University held a meeting in the West Plains Civic Center, Magnolia Room in West Plains, Missouri, on Friday, June 21, 2024, with Governor Lynn Parman, Chair of the Board of Governors, presiding. Governor Parman called the meeting to order at 8:30 a.m.

Roll Call

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

Also present – 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
Casey Hunt, Senior Associate Director of Athletics
John Jasinski, Provost
Dennis Lancaster, Chancellor of the West Plains Campus
Natalie McNish, Director of Internal Audit and Risk Management
Matt Morris, Vice President for Administration and Finance
Zora Mulligan, Executive Vice President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
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 May 9, 2024, meetings. Governor Tim Francka provided a motion for approval, receiving a second from Governor Ann Kampeter.

Motion passed 8-0.

Consent Agenda

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

President

Approval of Employment Agreements for University Athletics (Human Resources No. 1753-24)

Facilities and Equipment

Approval of Activity Report for the month of April 2024 (Activity Report No. 337-24)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1754-24)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1755-24)

Approval of Actions Concerning Employee Salary Increases Effective July 1, 2024 (Human Resources No. 1756-24)

Approval of Actions Concerning Employee Salary Increases Effective August 1, 2024 (Human Resources No. 1757-24)

Approval of FY2025 Additional Fringe Benefits to be Funded by Missouri State University (Human Resources No. 1758-24)

Approval of FY2025 Additional Fringe Benefits to be Funded by the Missouri State University Foundation (Human Resources No. 1759-24)

Approval of Amendments and Changes to the Memorandum of Agreement between Missouri State University and Teamsters Local Union No. 245 (Agreement No. 478-24)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report 534-24)

Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices (Agreement No. 479-24)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 498-24)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 499-24)

Approval of Expenditures to Implement Student-Approved Capital Projects (West Plains Finance No. 37-24)

Approval of Revisions to the Missouri State University-West Plains Faculty Handbook (West Plains Faculty Policies No. 25-24)

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

Motion passed 8-0.

Committee Reports

Governor Schrag reported out on the June 20, 2024, Programs and Planning Committee meeting.

Governor Francka reported out on the June 20, 2024, Finance and Facilities Committee meeting.

Governor Waters reported out on the June 20, 2024, Risk Management and Audit Committee meeting.

President's Report

President Smart presented resolutions for approval pertaining to University Athletics:

- Approval of Employment of Chastity Hunt, Interim Director of Athletics (Human Resources No. 1760-24)
- Approval of Employment of Ryan Beard, Head Football Coach (Human Resources No. 1761-24)
- Approval of Employment of Beth Cunningham, Head Women's Basketball Coach (Human Resources No. 1762-24)
- Approval of Employment Agreement for Kasey Griffith, Head Coach of the University's Intercollegiate Softball Team (Human Resources No. 1763-24)
- Approval of Employment Agreement for Joseph "Joey" Hawkins, Head Coach of the University's Intercollegiate Baseball Team (Human Resources No. 1764-24)

Governor Francka provided a motion for approval of all the resolutions, receiving a second from Governor Travis Freeman.

Motion passed 8-0.

West Plains Campus

As part of the Making our Missouri Statement moment, Dr. Dennis Lancaster, Chancellor of the West Plains Campus, called upon students Reuben Henderson and Kennedy Akley to share information on their experience of living in the Grizzly Lofts.

Dr. Jason McCollum, Immediate Past Chair of West Plains Faculty Senate, provided a report on happenings of the West Plains Faculty Senate. Highlights of his report included information on the Interscholastic Contest and Academic Symposium. Tresa Ryan, incoming Chair of Faculty Senate, shared plans for the upcoming year. Highlights of her report included plans to evaluate a pathway for tenure and promotion for faculty in the more technical programs and to modify the faculty teaching evaluation form.

Trish Smith, Chair of West Plains Staff Senate, provided a report on happenings of the West Plains Staff Senate. Highlights of her report included initiatives to increase staff engagement over the past year and fundraising for the next year.

Mo Totty, Missouri State University – West Plains Student Body President, and Heath Johnson, Missouri State University – West Plains Student Body Vice President, provided a report on happenings of the West Plains Student Government Association (SGA) and plans for the upcoming year. Highlights of their report including efforts to increase student participation in SGA and continuing with volunteer work that includes street cleanup and various toy, blanket, and food drives for the community.

Dr. Lancaster provided an enrollment update for fall 2024 with total credit hours, enrollment, admissions, current/returning students, new students, and online credit hours all being up.

Executive Vice President's Report

Zora Mulligan, Executive Vice President, provided a legislative wrap-up. Highlights of her report included information on the proposed budget that is subject to the Governor's approval. She also reviewed policy bills that passed and did not pass and the impact of each on the University.

Ms. Mulligan provided an enrollment update for summer 2024 and reviewed indicators for fall 2024. For summer 2024, total enrollment and total credit hours are up. For fall 2024, first-time new in college (FTNIC) applications and admits are up while deposits are down. Credit hours, continuing undergraduate degree-seeking students, and total enrollment are also all up.

Ms. Mulligan concluded her report with an update on significant progress of the Alliance for Healthcare Education, sharing that it is nearing completion of an agreement with its first affiliate.

Academic Affairs

Dr. John Jasinski, Provost, presented a resolution for Approval of No Revisions to the Faculty Handbook (Faculty Policies No. 145-24). He shared that an in-depth review of the handbook will take place next year, but approval of no revisions is necessary to update effective dates for the next year. Governor Freeman provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

Dr. Jasinski shared that the Missouri Department of Higher Education and Workforce Development has approved the Ed.D. in Leadership, Learning, and Educational Change that was approved by the Board in December 2023. The next step in the process is to receive approval of the program from the Higher Learning Commission (HLC).

Dr. Jasinski concluded his report by providing an update on the Office of Institutional Effectiveness, formally known as the Office of Institutional Research. He shared that the goal is to build a best-in-class Office of Institutional Effectiveness to improve access to accurate, timely, and enhanced data.

The meeting recessed from 9:42 a.m.

The meeting reconvened at 9:55 a.m.

Student Affairs

Tamia Schiele, Student Body President; Collin Chastain, Student Body Vice President; and Sam Wang, Student Body Chief of Staff; provided an update on happenings of the student body. Highlights of their report included information on the SGA leadership team, achievements, platform initiatives, and other general updates.

Community and Global Partnerships

Brad Bodenhausen, Vice President for Community and Global Partnerships, provided a report on sponsored research from the Office of Research Administration. Highlights of his report included totals for grants and contracts received through May 2024 and projections through June 2024.

Facilities and Equipment

Matt Morris, Vice President for Administration and Finance, presented a resolution for approval of bids and award of a contract to renovate the first and second floor of Kings Street Annex (Bids & Quotations No. 1615-24). Governor Francka provided a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Financial

Mr. Morris presented a resolution for approval of the FY2025 Internal Operating Budget (Finance No. 1110-24). Governor Jeff Schrag made a motion for approval, receiving a second from Governor Freeman.

Motion passed 8-0.

Human Resources

Mr. Morris presented a resolution for approval of Amendments to the Employee Handbook for Administrative, Professional and Support Staff employees and Related Policies (Human Resources No. 1765-24). Governor Elliott provided a motion for approval, receiving a second from Governor Kampeter.

Motion passed 8-0.

Old Business

Rachael Dockery, General Counsel and Vice President for Legal Affairs and Compliance, presented a resolution for approval of replacement policies G1.02 Conflict of Interest and Financial Disclosure (Board Policies No. 134-24). Governor Waters provided a motion for approval, receiving a second from Governor Freeman.

Motion passed 8-0

President Smart reported on accomplishments of the 2023-2024 Annual Action Plan and stated credit of the accomplishments are shared with his team. Highlights of his report included information and updates on strategic enrollment management, total degrees and certificates awarded, Academic Affairs, Athletics, community leadership and partnerships, infrastructure and funding, cost control measures, employee retention, and facilities.

New Business

Governor Parman presented a resolution for approval of the 2025 Missouri State University Board of Governors Meeting Schedule (Administration No. 57-24). Governor Kampeter made a motion for approval, receiving a second from Governor Waters.

Motion passed 8-0.

Closed Session

It was determined that the Board of Governors needed to meet in a closed session to consider items of business provided in the Revised Statutes of Missouri. Governor 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...”

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

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

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

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

The open meeting recessed at 11:03 a.m. to go into closed session.

The open meeting reconvened at 12:36 p.m.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 12:36 p.m.

Lynn Parman
Board Chair

Approved at the meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board

**MINUTES OF THE
BOARD OF GOVERNORS SPECIAL MEETING
MISSOURI STATE UNIVERSITY
WEDNESDAY, JULY 17, 2024**

The Board of Governors for Missouri State University held a special meeting via Zoom webinar on Wednesday, July 17, 2024, with Governor Lynn Parman, Chair of the Board, presiding. Governor Parman called the meeting to order at 4:01 p.m.

Roll Call

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

Also present – Biff Williams, President
Jeff Coiner, Chief Information Officer
Rachael Dockery, General Counsel and Vice President for Legal Affairs
and Compliance
John Jasinski, Provost
Natalie McNish, Director of Internal Audit and Risk Management
Matt Morris, Vice President for Administration and Finance
Zora Mulligan, Executive Vice President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors

Consent Agenda

Governor Parman called for approval of the consent agenda. Items included in the consent agenda:

President

Approval of Employment Agreements for University Athletics (Human Resources No. 1766-24)

Facilities and Equipment

Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2025 (Agreement No. 480-24)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report 535-24)

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

Motion passed 8-0.

Closed Session

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

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

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

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

Governor Anson Elliott provided a motion for approval, receiving a second from Governor Jeff Schrag.

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

The open meeting recessed at 4:05 p.m. to go into closed session.

The open meeting reconvened at 4:55 p.m.

Adjournment

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

Motion passed 8-0.

Meeting adjourned at 4:55 p.m.

Lynn Parman
Board Chair

Passed at the meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1768-24
Approval of Employment Agreements
for University Athletics

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

WHEREAS, the University desires to continue the employment of those Athletic Coaches/Administrators designated as Continuing Employees 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
August 1-2, 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.

Casey Hunt and Daniel Raines salaries increased \$1,250 based on recommendation from Internal Audit, such that they are no longer receiving achievement pay for APR score in order to avoid the appearance of a conflict of interest. This achievement pay is rolled into their salary beginning July 1, 2024.

Elizabeth Perine, Celestine Akoro, and Daniel Raines all increased \$3,161.00 due to reallocation of salary monies due to resignations within the academic advisement area.

Ashely Emery Beach VB Coach increased salary to \$42,000.00 (\$903 increase).

The following employees received salary increases either in order to meet new FLSA exempt employee salary requirements or due to University increases of Job Grade salary minimums: Mark Ortiz, Chad Linck, Susan Atkinson, Andrew Cheney, Melissa Goodman, Danielle Rechesin, Blake Richter, and Regan Jones.

Madison Orr – New Hire for Academic Advising in Athletics.

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
Benjamin Adamson	Athletics Communications	Associate Director	\$59,747.00/annual	Continued
Celestine Akoro	Dr. Mary Jo Wynn Academic Achievement Center	Academic Advisor	\$47,049.00/annual	Continued
Olivia Applewhite	Women's Basketball	Assistant Coach	\$86,520.00/annual	Continued
Susan Atkinson	Athletics Medical and Rehab	Athletic Trainer	\$50,892.00/annual	Continued
Marcus Brock	Men's Basketball and Golf	Assistant Strength and Condition Coach	\$41,200.00/annual	Continued
Mary "Ellie" Burger	Women's Tennis	Head Coach	\$43,260.00/annual	Continued
Grant Carnahan	Strength and Coordination	Coach	\$44,342.00/annual	Continued
Andrew Cheney	Athletic Medical and Rehab	Athletic Trainer	\$50,892.00/annual	Continued
David Collins	Men's/Women's Swimming and Diving	Head Coach	\$84,474.00/annual	Continued
Shannon Derricks	Athletics Medical and Rehab	Assistant Director	\$63,306.00/annual	Continued
Chelsea Dirks-Ham	Men's/Women's Swimming and Diving	Associate Head Coach	\$52,132.00/annual	Continued
Ashley Emery	Beach Volleyball	Head Coach	\$42,000.00/annual	Continued
Jordan Fife	Track/Field and Women's Cross Country	Director	\$72,522.00/annual	Continued
Megan Fisher	Athletics Communications	Assistant Director	\$45,156.00/annual	Continued
Danny Frid	Men's Soccer	Associate Head Coach	\$44,990.00/annual	Continued
Russell Friedland	Volleyball	Associate Head Coach	\$64,413.00/annual	Continued
Maxwell Gillett	Strength and Condition	Assistant Coach	\$21.43/hourly	Continued
Melissa Goodman	Athletics Business Administration	Assistant Director	\$58,526.00/annual	Continued
Darren Guensch	Women's Basketball	Associate Head Coach	\$129,780.00/annual	Continued
Sara Halihodzic	Women's Soccer	Assistant Coach	\$20.41/hourly	Continued
Dawna Hartman	Women's Golf	Assistant Coach	\$10,000.00/annual	Continued (Part Time)
Mitch Hauschildt	Athletics Medical and Rehab	Rehabilitation and Physical Performance Coordinator	\$57,571.00/annual	Continued
Cory Herchenroeder	Women's Soccer	Associate Head Coach	\$39,367.00/annual	Continued
Shelby Hiers	Softball	Assistant Coach	\$56,341.00/annual	Continued
James Huleskamp	Men's/Women's Swimming and Diving	Diving Coach	\$19.94/hourly	Continued
Chastity Hunt	Athletics	Sr. Director	\$118,006.00/annual	Continued
Nicole Jimenez	Women's Basketball and Golf	Assistant Strength and Condition Coach	\$45,423.00/annual	Continued
Regan Jones	Athletics Communications	Video Coordinator	\$43,888.00/annual	Continued
Kevin Kane	Women's Golf	Head Coach	\$49,272.00/annual	Continued
Richard Kindhart	Athletics Communications	Associate Director	\$87,928.00/annual	Continued
Makenzie Kostas	Women's Basketball	Assistant Coach	\$75,705.00/annual	Continued

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
Chad Linck	Athletics Medical and Rehab	Athletic Trainer	\$50,892.00/annual	Continued
Bryan Mack	Women's Track & Field	Assistant Coach	\$44,990.00/annual	Continued
Madison Orr	Administrator	Advisor – Athletics	\$43,888.00/annual	New Hire
Mark Ortiz	Athletics Medical and Rehab	Athletic Trainer	\$50,892.00/annual	Continued
James Penkalski	Athletics for Health, Wellness, Medical and Rehab Services	Assistant Director	\$84,767.00/annual	Continued
Elizabeth Perine	Dr. Mary Jo Wynn Academic Achievement Center	Academic Advisor	\$48,584.00/annual	Continued
Daniel Raines	Dr. Mary Jo Wynn Academic Achievement Center	Assistant Director	\$71,393.00	Continued
Danielle Richesin	Athletics Marketing/Promotions	Director	\$43,888.00/annual	Continued
Blake Richter	Women's Basketball	Video Coordinator	\$43,888.00/annual	Continued
Amanda Schmelzer	Athletics Compliance	Assistant Director	\$61,800.00/annual	Continued
Taryn Smiley	Women's Track & Field	Assistant Coach	\$44,990.00/annual	Continued
Lee Smothers	Swimming and Diving	Assistant Coach	\$32,960.00/annual	Continued
Neal Stafford	Men's Golf	Head Coach	\$46,430.00/annual	Continued
Briana Walsh	Volleyball	Assistant Coach	\$44,805.00/annual	Continued
Dustin Williams	Baseball	Assistant Coach	\$25.51/hourly	New position
Megan Won	Athletics Medical and Rehab	Athletic Trainer	\$50,892.00/annual	Continued

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1769-24
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>
Ron Leonhardt	Assistant Professor History	\$61,000 annually	08/12/24
Julia Moriatry	Assistant Professor Theatre & Dance	\$60,000 annually	08/12/24
Kristen Thompson	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>
Rebecca Johnson	Clinical Assistant Professor School of Nursing (12-month appointment)	\$83,230 annually	07/08/24 06/30/25
Tyler Johnson	Clinical Assistant Professor School of Nursing (12-month appointment)	\$80,000 annually	07/08/24 06/30/25
Alisha Tuttle	Clinical Assistant Professor School of Nursing (12-month appointment)	\$80,000 annually	07/08/24 06/30/25

(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>
Amanda Brodeur	Associate Professor Biomedical Sciences	05/10/24
Casey Hollibaugh	Assistant Professor Kinesiology	05/10/24
Luis Perez Batres	Department Head Professor Management (12-month appointment)	06/03/24

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Phillip Rothschild	Professor Management	05/10/24
Roberto Canales	Professor Physician Assistant Studies	08/31/24

RECENDED ACCEPTED APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Bhupinder Vohra	Assistant Professor Biomedical Sciences	08/12/24

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kimberly Ireland	Clinical Associate Professor Communication Sciences & Disorders	08/12/24 12/13/24
Haiying Yang	Assistant Professor Marketing	08/12/24 12/13/24

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
William Deal	From: School Director Psychology To: Associate Professor Psychology	Title Change	06/04/24

Academic Personnel Board Actions, cont'd.

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Clara Dickinson	Instructor School of Hospitality and Agricultural Leadership	Continuation of Appointment	07/01/24 06/30/25
Kayla Lewis	From: Associate Professor School of Teaching Learning & Developmental Sciences \$71,927 annually To: Interim School Director Associate Professor School of Special Education Leadership & Professional Education \$71,927 annually (\$3,333 monthly supplemental)	Status Change	07/01/24 06/30/25
Ismet Anitsal	Department Head Marketing	Continuation of Appointment	07/01/24 06/30/29
Li-Ling Chen	Clinical Instructor School of Agriculture Science & Conservation	Continuation of Appointment	07/01/24 06/30/25
Richard Gebken	From: Department Head Technology & Construction Management To: School Director Construction, Design & Project Management	Title Change	07/01/24
Yating Liang	From: Professor Kinesiology To: Professor School of Hospitality & Agricultural Leadership	Transfer	07/01/24
Jennifer Morgenthaler	Clinical Instructor School of Agricultural Science & Conservation	Continuation of Appointment	07/01/24 06/30/25

Academic Personnel Board Actions, cont'd.

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Maciej Pszezolkowski	Research Professor School of Agricultural Science & Conservation	Continuation of Appointment	07/01/24 06/30/25
Phillip Rothschild	From: Professor Management To: Faculty Emeritus Management	Status Change	08/01/24
Mark Smith	Dean McQueary College of Health & Human Services Professor Health & Physical Education	Continuation of Appointment	07/01/24 06/30/29
Clydette Alsup-Egbers	From: Associate Professor School of Agriculture Science & Conservation To: Faculty Emeritus School of Agriculture Science & Conservation	Status Change	08/01/24
Michael Goeringer	Clinical Assistant Professor School of Special Education Leadership & Professional Studies (9-month appointment)	Correction to Faculty appt	08/01/24 05/09/25
Grace Jackson-Brown	From: Professor Library To: Faculty Emeritus Library	Status Change	08/01/24
Georgianna Saunders	From: Associate Professor Biology To: Faculty Emeritus Biology	Status Change	08/01/24

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

Rowena Stone

COMMENTS:

Ronald Leonhardt, Assistant Professor, History

Ph.D. The George Washington University, 2020
M. Phil. The George Washington University, 2017
M.A. The George Washington University, 2016
B.A. Northern Illinois University, 2014

Experience: 2022 – Present, Assistant Director, Albany State University, Albany Georgia; 2020 – Present, Assistant Professor, Albany State University, Albany, Georgia; 2023 – Present, Non-resident Scholar, The George Washington University, Washington, D.C; 2023 – 2024, Benjamin A. Gilman Advisor Ambassador, Benjamin A. Gilman Scholarship Program, Washington, D.C.; 2020 – 2021, Non-Resident Scholar, The George Washington University, Washington, D.C.; 2020, Instructor, Katz Yeshiva School, Boca Raton, Florida; 2014 – 2020, Instructor, The George Washington University, Washington, D.C.; 2013, Peer Instructor, Northern Illinois University, DeKalb, Illinois.

Julia Moriarty, Assistant Professor, Theatre & Dance

Ph.D. Wayne State University, 2019
M.A. Emerson College, 2011
B.A. Drake University, 2007

Experience: 2023 – Present, Visiting Assistant Professor, Millikin University, Decatur, Illinois; 2022 – 2023, Assistant Professor, Columbus State University, Columbus, Georgia; 2021 – 2022, Visiting Assistant Professor, Columbus, Georgia; 2021 – 2022, Lecturer, California State University, Bakersfield, California; 2014 – 2021, Lecturer, Wayne State University, Detroit, Michigan; 2011 – 2014, Instructor of Record, Wayne State University, Bakersfield, California; 2011 – 2013, Graduate Teaching Assistant, Wayne State University, Detroit, Michigan.

Kristen Thompson, Assistant Professor, School of Mental Health & Behavioral Sciences

Ph.D. Northern Illinois University, 2016
M.A. Northern Illinois University, 2012
B.S. Missouri State University, 2009

Experience: 2002 – Present, System Director/Operations/Medical Integration/Licensed Clinical Psychologist, Burrell Behavioral Health, Springfield, Missouri; 2019 – 2022, System Director/Pediatric Integration/Licensed Clinical Psychologist, Burrell Behavioral Health, Springfield, Missouri; 2018 – 2019, Director/Pediatric Integration/Licensed Clinical Psychologist, Burrell Behavioral Health, Springfield, Missouri; 2016 – 2017, Pediatric Psychology Fellow, Children's Mercy Hospital, Kansas City, Missouri; 2015 – 2016, Institute Intern, University Center for the Child & Family & The Psychological Clinical, Ann Arbor, Michigan; 2013 – 2014, Extern/Student Clinician, Kishwaukee Community Hospital, Sycamore, Illinois; 2012 – 2013, Extern/Student Clinician; The Autism Program at Kreider Services, Dixon, Illinois; 2011 – 2012, Graduate Student Instructor, Northern Illinois University, DeKalb, Illinois; 2011 – 2013, Student Clinician, Psychological Services Center, Northern Illinois University, DeKalb, Illinois.

ADDENDUM A

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allen, Angelia	School-Mental Health & Behavior Sci	\$2,445.00
Amadore, Timothy	School-Mental Health & Behavior Sci	\$2,445.00
Armstrong, Brandi	School-Mental Health & Behavior Sci	\$2,445.00
Baker, Rebecca	Physics Astronomy & Materials Sci	\$3,550.00
Barragan, Kimberly	School-Mental Health & Behavior Sci	\$2,445.00
Bettmann, Theresa	School-Mental Health & Behavior Sci	\$2,445.00
Brocaille, Nicole	School-Mental Health & Behavior Sci	\$2,445.00
Buening, Caitlin	Physical Therapy	\$457.00
Choate, Lenetta	School-Mental Health & Behavior Sci	\$2,745.00
Coleman, Amanda	Biology	\$5,658.00
Daehn, James	Computer Science	\$9,000.00
Day, Michele	School-Mental Health & Behavior Sci	\$13,764.00
Derossett, Brittini	School-Mental Health & Behavior Sci	\$2,445.00
Dickensheet, Katherine	School-Mental Health & Behavior Sci	\$4,890.00
Ellis, Kathleen	Defense & Strategic Studies	\$7,500.00
Frietze, Joseph	School-Mental Health & Behavior Sci	\$4,890.00
Ghan, Christina	School-Mental Health & Behavior Sci	\$4,890.00
Gregory, Madison	Biomedical Sciences	\$4,590.00
Hampton, Rakeisha	School-Mental Health & Behavior Sci	\$2,445.00
Hill, Molly	School-Mental Health & Behavior Sci	\$2,445.00
Himes, Joe	Physical Therapy	\$3,000.00
Holden, Chelesa	School-Mental Health & Behavior Sci	\$2,445.00
Holland, Lydia	Physical Therapy	\$2,745.00
Hopp, Taylor	School-Mental Health & Behavior Sci	\$2,445.00
Ison, Johnique	School-Mental Health & Behavior Sci	\$2,445.00
James, Melissa	First Year Programs	\$2,400.00
Johnson Chester, Joni	School-Mental Health & Behavior Sci	\$4,890.00
Keller, Ted	Schl of Earth Enviro & Sustain	\$5,500.00
Kemmel-Bartletti, Cassandra	School-Mental Health & Behavior Sci	\$4,890.00
Kent, Jennifer	School-Mental Health & Behavior Sci	\$4,890.00
Kurth, Justin	School-Mental Health & Behavior Sci	\$2,745.00
Lee, Monica	School-Mental Health & Behavior Sci	\$2,445.00
Lynn, Cassandra	Biomedical Sciences	\$3,978.00
McCauley, David	Computer Science	\$7,500.00
McNew, Sarah	School-Mental Health & Behavior Sci	\$5,490.00

Academic Personnel Board Actions, cont'd.

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Michel, Jaime	School-Mental Health & Behavior Sci	\$2,445.00
Moore, Mallory	Comm Sciences & Disorders	\$2,000.00
Morgan, Flora-Jean	School-Mental Health & Behavior Sci	\$2,445.00
Nack, Samuel	Computer Science	\$9,600.00
Paschal, Keith	Computer Science	\$9,600.00
Payne, Kendrick	School-Mental Health & Behavior Sci	\$4,890.00
Phillips, Brianne	School-Mental Health & Behavior Sci	\$4,890.00
Pippins, Charlotte	School-Mental Health & Behavior Sci	\$2,445.00
Potter, Ethan	School-Mental Health & Behavior Sci	\$4,890.00
Rivera, Amanda	School-Mental Health & Behavior Sci	\$4,890.00
Rosen, Renee	Mathematics	\$3,772.00
Russell, Maida	Mathematics	\$3,300.00
Stephens-Cantu, Heather	School-Mental Health & Behavior Sci	\$2,445.00
Temple, Renee	Kinesiology	\$1,862.00
Thompson, Denise	Biology	\$4,800.00
Trachtenberg, David	Defense & Strategic Studies	\$7,500.00
VanArsdale, Ernest	Information Tech & Cybersecurity	\$8,000.00
Vera, Lauren	School-Mental Health & Behavior Sci	\$2,745.00
Wittmer, Melissa	Mathematics	\$5,658.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 03, 2024 through July 26, 2024

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Asay, Nancy	Technology & Construction Mgmt	\$2,946.00
Baker, Andrew	School-Teaching Learn & Develop Sci	\$3,000.00
Basu Roy, Subhasree	Provost	\$3,750.00
Behnke, Robert	Physical Therapy	\$1,000.00
Benzer, Fatih	Missouri Fine Arts Academy	\$2,500.00
Beranek, Benjamin	Finance Economics & Risk Mgmt	\$2,000.00
Bishop, Rhonda	School-Teaching Learn & Develop Sci	\$4,545.00
Breshears, Theresa	School-Mental Health & Behavior Sci	\$815.00
Bryant, Emery	Kinesiology	\$632.00
Buck, Stacey	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Buening, Caitlin	Physical Therapy	\$915.00
Busdieker-Jesse, Nichole	Schl of Hospitality & Agri Ldrs	\$5,145.00
Buyurgan, Nebil	Technology & Construction Mgmt	\$9,036.00
Cemore Brigden, Joanna	School-Teaching Learn & Develop Sci	\$8,000.00
Choi, Hyunjin	School-Teaching Learn & Develop Sci	\$8,000.00
Chuchiak, John	Honors College	\$12,666.00
Cook, Jeanne	Physical Therapy	\$2,405.00
Curry, Natalie	School of Social Work	\$4,726.00
Drake, Susan	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Finch, Kim	School-Spec Ed Ldrshp Prof Studies	\$8,001.00
Foster, Jeffrey	Psychology	\$4,816.80
Fox, Gabriel	Information Tech & Cybersecurity	\$3,000.00
Friske, Wesley	Marketing	\$1,500.00
Gardner, Elvert	Defense & Strategic Studies	\$7,500.00
Gerasimchuk-Djordjevic, Maria	Art & Design	\$4,924.00
Gibson, Tobias	Defense & Strategic Studies	\$7,500.00
Gilmore, Kristy	Education Abroad	\$4,037.00
Glenn, Cory	School-Spec Ed Ldrshp Prof Studies	\$825.00
Goerndt, Michael	Schl of Agri Sci and Conservation	\$5,993.00
Gordon, Ryan	Faculty Center for Teaching & Learning	\$1,500.00
	Kinesiology	\$762.00
Hamm, Kristin	School of Accountancy	\$5,000.00
Hetzler, Brandon	Public Health & Sports Medicine	\$2,000.00
Hollibaugh, Casey	Kinesiology	\$4,097.00
Hough, Lyon	Biomedical Sciences	\$21,593.00

Academic Personnel Board Actions, cont'd.

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Jessee, Katy	Faculty Center for Teaching & Learning	\$1,500.00
Johnson, Cynthia	English	\$4,462.00
Jones, Steven	School-Spec Ed Ldrshp Prof Studies	\$825.00
Joswick, David	Technology & Construction Mgmt	\$6,706.00
Kaatz, James	Political Science & Philosophy	\$5,213.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,484.00
Kemmel-Bartletti, Cassandra	School-Mental Health & Behavior Sci	\$2,445.00
Kiras, James	Defense & Strategic Studies	\$7,500.00
LaPrade, Jennifer	Faculty Center for Teaching & Learning	\$1,500.00
Lazzelle, Lenae	School-Teaching Learn & Develop Sci	\$3,045.00
Lee, Kewman	School-Teaching Learn & Develop Sci	\$8,000.00
McShan, Keith	Kinesiology	\$2,509.00
	Faculty Center for Teaching & Learning	\$1,500.00
Mears, Perry	Missouri Fine Arts Academy	\$250.00
Metzger, Helena	Faculty Center for Teaching & Learning	\$1,500.00
Molino, Christopher	Defense & Strategic Studies	\$7,500.00
Murphy, Lindsey	School-Teaching Learn & Develop Sci	\$3,045.00
Newman, Jonathan	Education Abroad	\$2,675.00
Ondetti, Gabriel	Political Science & Philosophy	\$5,213.00
Ongaga, Kennedy	School-Spec Ed Ldrshp Prof Studies	\$8,000.00
Onyango, Benjamin	Schl of Hospitality & Agri Ldrs	\$9,958.00
Owens, Cindy	School-Teaching Learn & Develop Sci	\$3,045.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Patton, Marciann	Technology & Construction Mgmt	\$2,979.00
Phillips, April	School-Spec Ed Ldrshp Prof Studies	\$2,030.00
Pierson, Matthew	Cooperative Engineering Program	\$1,123.00
Pratama, Lucky	Technology & Construction Mgmt	\$10,000.00
Price, Debra	School-Teaching Learn & Develop Sci	\$8,000.00
Quinn, Nathaniel	School-Spec Ed Ldrshp Prof Studies	\$3,993.00
Reger, Elizabeth	Technology & Construction Mgmt	\$4,000.00
Roam, Kimberly	School-Teaching Learn & Develop Sci	\$1,500.00
Roberts, Jenifer	Merchandising & Fashion Design	\$5,045.00
Rodriguez, Erika	School-Mental Health & Behavior Sci	\$2,445.00
Rothschild, Philip	Management	\$14,730.00
Seawright, Leslie	Education Abroad	\$2,675.00
Slavych, Bonnie	Faculty Center for Teaching & Learning	\$1,500.00
Smith, Cody	Faculty Center for Teaching & Learning	\$1,500.00
Sottile, James	School-Spec Ed Ldrshp Prof Studies	\$1,000.00
StoutHart, Kristen	Comm Media Journalism & Film	\$2,700.00
Sudbrock, Christine	Schl of Hospitality & Agri Ldrs	\$11,731.00
Sullivan, Patrick	Faculty Center for Teaching & Learning	\$1,500.00

Academic Personnel Board Actions, cont'd.

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Sun, Xiaoning	School-Spec Ed Ldrshp Prof Studies	\$3,000.00
Swearingen, Rebecca	School-Teaching Learn & Develop Sci	\$8,000.00
Tarbox, Judy	English	\$3,678.00
Templeman, Maureen	Faculty Center for Teaching & Learning	\$1,500.00
Thomas, Matthew	Art & Design	\$2,448.00
Uribe-Zarain, Ximena	School-Spec Ed Ldrshp Prof Studies	\$1,000.00
Walters, Heather	Comm Media Journalism & Film	\$3,900.00
West, Nicole	School-Spec Ed Ldrshp Prof Studies	\$1,500.00
Xie, Xiuye	Kinesiology	\$4,808.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Albers, Joshua	Education Abroad	\$5,054.00
Amberg, Richard	Comm Media Journalism & Film	\$5,290.00
Amidon, Ethan	Criminology & Criminal Justice	\$2,038.00
Balasundaram, Gautam	Information Tech & Cybersecurity	\$3,000.00
Bird, Evonne	Kinesiology	\$2,550.00
Boswell, Matthew	Education Abroad	\$5,906.00
Bryant, Emery	Kinesiology	\$1,896.00
Carroll, Jesse	Int'l Leadership & Training Center	\$10,500.00
Chambers, Jeffery	Information Tech & Cybersecurity	\$4,030.00
Cox, Nora	Comm Media Journalism & Film	\$3,725.00
Ge, Yidan	Information Tech & Cybersecurity	\$3,000.00
Hammer, Abraham	Information Tech & Cybersecurity	\$3,000.00
Hammons, David	Marketing	\$3,885.00
Hass, Aida	Criminology & Criminal Justice	\$2,415.00
Hugh, Gibson	Education Abroad	\$5,356.00
James, Kevin	Int'l Leadership & Training Center	\$6,500.00
Johns, Justin	School of Social Work	\$2,445.00
Keele, Campbell	Finance Economics & Risk Mgmt	\$3,300.00
LaBarr, Cameron	Education Abroad	\$5,606.00
LaPrade, Jennifer	Criminology & Criminal Justice	\$5,534.00
Li, LinDa	Marketing	\$10,795.00
Li, Yingying	Information Tech & Cybersecurity	\$3,000.00
McCoy, Katelyn	Education Abroad	\$4,248.00
Naayem, Anthony	Finance Economics & Risk Mgmt	\$4,095.00
Onyango, Benjamin	Education Abroad	\$347.00
Patton, Nathaniel	Comm Media Journalism & Film	\$2,950.00
Ramsey, Megan	Finance Economics & Risk Mgmt	\$11,312.00
Rector, Paula	Criminology & Criminal Justice	\$1,411.00
Riggs, Trisha	Language Cultures & Religions	\$1,656.00
Rodriguez de la Vega, Vanessa	Education Abroad	\$5,306.00
Sandel, William	Criminology & Criminal Justice	\$5,535.00
Saxon, Caryn	Criminology & Criminal Justice	\$1,362.00
Smart, Sandra	Finance Economics & Risk Mgmt	\$3,000.00
Snow, Donald	Education Abroad	\$6,995.00
Suttmoeller, Michael	Criminology & Criminal Justice	\$2,040.00
Tjaden, Samantha	Criminology & Criminal Justice	\$1,706.00

Academic Personnel Board Actions, cont'd.

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Walters, Heather	Comm Media Journalism & Film	\$3,876.00
White, Timothy	Comm Media Journalism & Film	\$1,785.00
Yarckow-Brown, Ivy	Criminology & Criminal Justice	\$1,366.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the summer semester: May 28, 2024 through July 26, 2024.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abusaqer, Mahmoud	Computer Science	\$2,512.00
Bruening, Matthew	Physics Astronomy Materials Sci	\$1,529.00
Driscoll, Hailey	Management	\$2,512.00
Georgy, Markos	Physics Astronomy Materials Sci	\$1,529.00
Lebiev, Akhmed	Marketing	\$2,512.00
Miles, Daphne	Biology	\$3,058.00
Owens, Alyssa	Biology	\$3,058.00
Sparkman, Whitney	School of Health Sciences	\$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>
Braun, Emma	College of Natl & App Science	\$5,023.00
Carlson, Shane	Kinesiology	\$5,023.00
Colmenero, Claudia	Schl of Earth Enviro & Sustain	\$5,023.00
Davis, Jackson	Biology	\$5,023.00
Henry, Destiny	Schl of Hospitality & Agri Ldrs	\$5,023.00
Klingenberg, Alexandria	Mathematics	\$6,115.00
Lee, Skyler	Biomedical Sciences	\$5,023.00
Oduor, Lilian	Mathematics	\$6,115.00
Olatunji, Dayo	Mathematics	\$6,115.00
Pella, Christopher	Chemistry & Biochemistry	\$5,023.00
Reifsteck, Alexis	Biology	\$6,115.00
Saarel, Larissa	Biology	\$6,115.00

The following have been appointed as Graduate Teaching Assistants for the academic year: August 12, 2024 through May 09, 2025.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Addae, Abigail	Communication Media Journalism & Film	\$12,230.00
Adenola, Oluwatobiloba	Biology	\$10,046.00
Akinduro, Olumide	Physics Astronomy & Materials Sci	\$12,230.00
Akinsola, Oludotun	Mathematics	\$12,230.00
Akter, Farhana	English	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Barker, Kamille	Statistics Institute	\$10,046.00
Bateman, Derek	Biology	\$12,230.00
Baumgart, Jack	First Year Programs	\$12,230.00
Bebensee, Kaitlyn	Biology	\$10,046.00
Booker, Steve	Communication Media Journalism & Film	\$12,230.00
Brewer, Howard	Mathematics	\$12,230.00
Brockway, David	English	\$12,230.00
Brown, Kayla	Art & Design	\$12,230.00
Bruenning, Matthew	Physics Astronomy & Materials Sci	\$12,230.00
Bull, Jamie	Biology	\$10,046.00
Chen, Kexi	Communication Media Journalism & Film	\$12,230.00
Clites, Logan	Kinesiology	\$10,046.00
Cox, Jianna	Biomedical Sciences	\$10,046.00
Das, Partha	Physics Astronomy & Materials Sci	\$12,230.00
Dickens, Johnathan	Communication Media Journalism & Film	\$12,230.00
Donato, Jackson	Biology	\$10,046.00
Douty, Austin	Music	\$12,230.00
Duggar, Joe	Art & Design	\$12,230.00
Echele, John	Biology	\$10,046.00
Edwards, Sophia	Social Work	\$10,046.00
Ekemezie, Success	Biology	\$12,230.00
Engworo, Gentle	Mathematics	\$12,230.00
Fakunle, Mary	Chemistry & Biochemistry	\$10,046.00
Fink, Jessica	Physics Astronomy & Materials Sci	\$12,230.00
Frayer, Ainsley	Biomedical Sciences	\$10,046.00
Freeman, Sasha	Biology	\$12,230.00
Friedrich, Caleb	Communication Media Journalism & Film	\$12,230.00
Fry, Callie	Biomedical Sciences	\$10,046.00
Gartin, Malaina	Art & Design	\$12,230.00
Georgy, Markos	Physics Astronomy & Materials Sci	\$12,230.00
Ghosh, Sandipani	Physics Astronomy & Materials Sci	\$12,230.00
Gold, Ta'lor	Biology	\$10,046.00
Graham, Barcley	Kinesiology	\$10,046.00
Grier, Ethan	Chemistry & Biochemistry	\$12,230.00
Grissom-Walbridge, Megan	Communication Media Journalism & Film	\$12,230.00
Guerra Toro, Mateo	Physics Astronomy & Materials Sci	\$12,230.00
Gulledge, Camryn	Art & Design	\$12,230.00
Haider, Md.Zulkernain	Physics Astronomy & Materials Sci	\$12,230.00
Hanafin, Andrew	Kinesiology	\$10,046.00
Hayes, Liliana	Communication Media Journalism & Film	\$12,230.00
Herbold, Grace	Mathematics	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Hiers, Caleb	Biology	\$10,046.00
Huang, Ken	Schl of Hospitality & Agri Ldrs	\$10,046.00
Joyce, Shea	School-Mental Health & Behavior Sci	\$10,046.00
Kanogo, Rahab	Chemistry & Biochemistry	\$10,046.00
Kleene, Victoria	Social Work	\$10,046.00
Kliewer, Jonathan	Physics Astronomy & Materials Sci	\$12,230.00
Knoll, Matthew	Biology	\$12,230.00
Koehler, Mikaela	English	\$12,230.00
Lee, Juchan	Music	\$6,115.00
Lee, Jueun	English	\$12,230.00
Lewandowski, Emily	English	\$12,230.00
Liimatta, Emma	Biomedical Sciences	\$10,046.00
Linhardt, Jacob	Chemistry & Biochemistry	\$12,230.00
Lolley, Carson	Communication Media Journalism & Film	\$12,230.00
Malachowski, Makayla	English	\$12,230.00
McIntire, Mackenzie	Biology	\$12,230.00
Meyer, Autumn	English	\$12,230.00
Miles, Daphne	Biology	\$12,230.00
Moul, Tabitha	Biology	\$10,046.00
Mursalin, S.M. Faiaz	Computer Science	\$12,230.00
Nadeau, Emma	Psychology	\$10,046.00
Nagl, Abigail	Biology	\$10,046.00
Nguyen, Crystal	Biomedical Sciences	\$10,046.00
Nyabayo, Tony	Chemistry & Biochemistry	\$10,046.00
Nyamwega, Grace	Mathematics	\$12,230.00
Oduro, Vida Ampomaa	Schl of Earth Enviro Sustain	\$10,046.00
Okokon, Joy	Art & Design	\$12,230.00
Pettington, Ophelia	Biology	\$10,046.00
Posada Marin, Santiago	Music	\$12,230.00
Rains, Jackson	English Language Institute	\$10,046.00
Rightnowar, Lyndsey	Biology	\$12,230.00
Rivero-Ramirez, Sara	Biology	\$12,230.00
Rostampour, Jalal	Biomedical Sciences	\$10,046.00
Rowan, Alana	English	\$12,230.00
Sakib, Shadman	Computer Science	\$12,230.00
Schrantz, Eric	Music	\$12,230.00
Scrivener, Sally	First Year Programs	\$12,230.00
Shah, Sobia	Schl of Earth Enviro Sustain	\$10,046.00
Sherchan, Rubina	Biology	\$10,046.00
Shortt, Jared	Physics Astronomy & Materials Sci	\$12,230.00
Shute, Olga	Art & Design	\$12,230.00

Academic Personnel Board Actions, cont'd.

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Soden, Karly	Kinesiology	\$10,046.00
Spinnie, Melanie	First Year Programs	\$12,230.00
Stewart, Megan	Psychology	\$10,046.00
Suarez Alfaro, Gisella	Languages Cultures Religions	\$12,230.00
Tabassum, Anika	Physics Astronomy & Materials Sci	\$12,230.00
Teoh, Belle Yishu	Music	\$6,115.00
Tijani, Musa	Mathematics	\$12,230.00
Trujillo, Carly	Biology	\$10,046.00
Tyler, Erin	Art & Design	\$12,230.00
Vatrano, Gregory	Physics Astronomy & Materials Sci	\$12,230.00
Vercher, Jonah	Physics Astronomy & Materials Sci	\$12,230.00
York, Carl	Schl of Earth Enviro Sustain	\$10,046.00
Zapletal, Thomas	Biology	\$12,230.00

III.B.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1770-24
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>
Sheila Clark	Custodial Specialist Residence Life, Housing & Dining Services	23	\$35,880 annually	06/03/24
Bilal Overton	Research Scientist Center for Applied Science & Engineering	44	\$75,000 annually	06/10/24
Megan Craven	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/14/24
Sarah Biondo	Residence Hall Director Residence Life, Housing & Dining Services	42	\$40,500 annually	06/17/24
Thomas Deardeuff	Boiler Operator II Facilities Maintenance	26	\$44,720 annually	06/17/24
Jeffery Anderson	Maintenance Electrician Facilities Maintenance	26	\$49,920 annually	07/01/24
Bryce Bewley	Director of Marketing & Communications & External Relations Reynolds College of Arts, Social Sciences & Humanities	45	\$65,000 annually	07/01/24
Steven Johnson	Maintenance Technician II Facilities Maintenance	25	\$39,520 annually	07/01/24
Anthony Pelton	Research Scientist Center for Applied Science & Engineering	44	\$80,000 annually	07/01/24

Non-academic Personnel Board Actions, cont'd.

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Amber Perryman	Professional Developer Agency for Teaching, Leading & Learning	45	\$56,821 annually	07/01/24
Jennifer Presley	Administrative Specialist II Advancement Services	12	\$35,360 annually	07/01/24
Maxwell Franey	Administrative & Operations Assistant – Football Intercollegiate Athletics	13	\$44,990 annually	07/08/24
Shai Kopas	Mental Health Clinician Counseling Center (12-month position)	44	\$49,410 annually	07/09/24
Samantha Franklin	Admission Counselor for Inclusive Outreach & Recruitment Office of Admissions	41	\$38,000 annually	07/15/24
Kylie Haraldson	Bears Lead Program Coordinator Access & Success Programs	42	\$43,888 annually	07/15/24
Trevor Smith	Property Control Manager Facilities Management	26	\$44,990 annually	07/15/24
Katie Harrison	Mental Health Clinician Counseling Center (10-month position)	44	\$41,948 annually	08/01/24
Kelly Shrimpton	Administrative Specialist I Greenwood Laboratory School (10-month position)	11	\$34,320 annually	08/01/24
James Rea	Afternoon Host-Arts Reporter KSMU	42	\$48,000 annually	11/01/24

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Spencer Diestelkamp	Operations Assistant- Athletics Intercollegiate Athletics	06/01/24

Non-academic Personnel Board Actions, cont'd.

Page 3

Brandon Neeter	Maintenance Electrician Facilities Maintenance	06/10/24
Bradley Jarman	Administrative & Operations Assistant – Football Intercollegiate Athletics	06/14/24
David Stenerson	Accounting Specialist International Programs	06/14/24
Mary Nichols	Assistant Director, Chapter & Corporate Engagement Alumni Relations	06/18/24
Katelynn Christian	Academic Advisor Athletics Dr. Mary Jo Wynn Academic Achievement Center	06/28/24
Rebekah Leathers	Coordinator, Student Engagement – Programs Plaster Student Union – Engagement	06/28/24
Shannen Lowrey	Assistant Teacher Child Development Center	06/28/24
Spencer Orr	Academic Advisor College of Education – Education Advisement	06/28/24
Tiera Tyler	Residence Hall Director Residence Life Housing & Dining Services	06/28/24
Thomas Bartolotta	Program Coordinator, Green Dot Office of University Safety	06/30/24
Kyle Moats	Director of Athletics Intercollegiate Athletics	06/30/24
Roxanne Barnett	Licensed Practical Nurse Magers Family Health & Wellness Center	07/05/24
Jeffery Anderson	Maintenance Electrician Facilities Maintenance	07/08/24
Schaffer, Keith	Custodian I Plaster Student Union	07/15/24

Non-academic Personnel Board Actions, cont'd.

Page 4

Breanna Scanlon	Financial Aid Counselor Financial Aid	07/16/24
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Chandler Lee	Custodian I Custodial Services	07/19/24
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RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Randy Wells	Custodian I Custodial Services	06/03/24

Keith Guttin	Head Athletics Coach Intercollegiate Athletics	06/30/24
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Mark Keuneke	Custodial Foreman Hammons Student Center	06/30/24
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Holly Hesse	Head Athletics Coach Intercollegiate Athletics	07/31/24
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Priscilla Skeeters	Course Materials Manager Bookstore	07/31/24
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CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Melissa Blankenship	From: Associate Director Athletic & Entertainment Facilities Hammons Student Center GR 44, \$74,684 annually To: Director of Athletic & Entertainment Facilities Hammons Student Center GR 46, \$85,000 annually	Reclassification & Salary Adjustment	06/01/24

Lacey Geiger	From: Systems Analyst Computer Services GR 35, \$64,256 annually To: Senior Systems Analyst Computer Services GR 36, \$73,710 annually	Reclassification & Salary Adjustment	06/01/24
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Non-academic Personnel Board Actions, cont'd.

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Nicole Hays	<p>From: Systems Analyst Computer Services GR 35, \$59,187 annually (75% FTE)</p> <p>To: Senior Systems Analyst Computer Services GR 36, \$59,187 annually (75% FTE)</p>	Reclassification	06/01/24
Joshua Inmon	<p>From: Assistant Director Juanita K. Hammons Hall GR 43, \$46,306 annually</p> <p>To: Associate Director Juanita K. Hammons Hall GR 46, \$65,000 annually</p>	Reclassification & Salary Adjustment	06/01/24
Ethan Lynch	<p>From: Application Developer Computer Services GR 33, \$55,458 annually</p> <p>To: Senior Application Developer Computer Services GR 35, \$62,812 annually</p>	Reclassification & Salary Adjustment	06/01/24
Dian Miller	<p>From: Assistant Box Office Manager Juanita K. Hammons Hall GR 42, \$45,518 annually</p> <p>To: Associate Box Office Manager Juanita K. Hammons Hall GR 43, \$55,000 annually</p>	Reclassification & Salary Adjustment	06/01/24
Robert Potochnik	<p>From: Centralized User Support Specialist Computer Services</p> <p>To: Staff Emeritus Computer Services</p>	Status Change	06/01/24
Allison Smith	<p>From: Systems Analyst Computer Services GR 35, \$63,790 annually</p> <p>To: Senior Systems Analyst Computer Services GR 36, \$73,710 annually</p>	Reclassification & Salary Adjustment	06/01/24

Non-academic Personnel Board Actions, cont'd.

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Jack Wheeler	From: Associate Director, Athletic & Entertainment Facilities Juanita K. Hammons Hall GR 44, \$68,610 annually To: Director Juanita K. Hammons Hall GR 46, \$75,000 annually	Reclassification & Salary Adjustment	06/01/24
Chloe Denson	From: Database Analyst Cybersecurity & Enterprise Systems GR 35, \$74,358 annually To: Coordinator of Operations & Systems Cybersecurity & Enterprise Systems GR 37, \$91,396 annually	Promotion	06/10/24
Mindy Buckner	Medical Assistant Magers Family Health & Wellness Center From: GR 40, \$34,070 annually (100% FTE) To: GR 40, \$27,255 annually (80% FTE)	Status Change	06/16/24
Rebecca Harrison	Accountant International Programs From: GR 42, \$42,714 annually (75% FTE) To: GR 42, \$56,952 annually (100% FTE)	Status Change	06/17/24
Betty Lewis	From: International Budget & Finance Manager International Programs GR 44, \$74,952 annually To: Director of Finance, Community & Global Partnerships International Programs GR 47, \$89,275 annually	Reclassification & Salary Adjustment	06/17/24

Darren Young	From: Technical Support Specialist International Programs GR 30, \$51,488 annually To: International Services Coordinator International Programs GR 42, \$51,488 annually	Reclassification	06/18/24
Peng Zhang	From: Coordinator, Global Academic Partnerships Vice President for Community & Global Partnerships GR 43, \$67,793 annually To: Director of Strategy & Innovation, Community & Global Partnerships Vice President for Community & Global Partnerships GR 46, \$82,800 annually	Reclassification & Salary Adjustment	06/18/24
Joseph Fairchild	From: Distributed User Support Specialist Vice President for Community & Global Partnerships GR 33, \$55,119 annually To: Video Communications Administrator, Pharm D Program McQueary College of Health & Human Services GR 34, \$63,000 annually	Promotion	06/24/24
Kayla Guilbault	From: Content & Marketing Strategist Web Strategy & Development GR 42, \$40,000 annually To: Digital Marketing Coordinator Office of Strategic Communication GR 43, \$52,500 annually	Promotion	06/24/24

Non-academic Personnel Board Actions, cont'd.

Page 8

Jessica Quin	From: Administrative Specialist III College of Education – Advisement GR 13, \$35,359 annually To: Academic Administrative Assistant II Computer Science GR 12, \$34,258 annually	Status Change & Salary Adjustment	06/24/24
Toni Bass	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Jesse Blades	Blindness Skills Specialist Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Elizabeth Burrough	From: Academic Administrative Assistant II School of Nursing GR 12, \$35,129 annually To: Admissions Coordinator, Nursing School of Nursing GR 42, \$44,000 annually	Promotion	07/01/24
Darla Butcher	Blindness Skills Specialist Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Jacob Clark	From: Academic Advisor College of Education – Education Advisement To: Academic Advisor I College of Education – Education Advisement	Reclassification	07/01/24

Non-academic Personnel Board Actions, cont'd.

Page 9

Nick Clouse	From: Media Systems Technician Faculty Center for Teaching & Learning GR 32, \$48,506 annually To: Media Systems Technician Faculty Center for Teaching & Learning GR 33, \$50,588 annually	Reclassification & Salary Adjustment	07/01/24
Matthew Curry	Assistant Director, Jordan Valley Center Jordan Valley Innovation Cener	Continuation of Appointment	07/01/24 06/30/25
Michelle Dane	From: Accounting Technician Financial Services GR 13, \$37,752 annually To: Lead Accounting Technician Financial Services GR 14, \$42,286 annually	Reclassification & Salary Adjustment	07/01/24
Pamela Dudley	Project Coordinator Ozarks Public Health Institute	Continuation of Appointment	07/01/24 06/30/25
Kevin Freeman	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
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
Betty Glasgow	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Laura Harris	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25

Non-academic Personnel Board Actions, cont'd.

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Joanna Haskins	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Shanna Hight	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Rhonda Hittenberger Ortiz	Instructional Specialist Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Joi Hook	Accounting Specialist Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Sandra Humbyrd	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Casey Hunt	From: Senior Associate Director of Athletics/Senior Woman Administrator Intercollegiate Athletics \$116,756 annually To: Interim Athletics Director Intercollegiate Athletics \$116,756 annually (\$1,500 monthly supplemental)	Status Change	07/01/24
Kasey Keys	Autism Resource Specialist Project ACCESS	Continuation of Appointment	07/01/24 06/30/25
Jana Loge	Professional Learning Community Project Coordinator Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25

Non-academic Personnel Board Actions, cont'd.

Page 11

Ann Long	Professional Developer Agency for Teaching Leading & Learning From: GR 45, \$53,500 annually To: GR 45, \$56,821 annually	Salary Adjustment	07/01/24 06/30/25
Randall Luebbert	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Stacey Maddeaux	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Morgan Marler	Administrative Assistant II Office of Education Abroad From: GR 12, \$29,972 annually (75% FTE) To; GR 12, \$39,962 annually (100% FTE)	Status Change	07/01/24
Karen McKinnis	Program Director, Missouri Health Disparities Initiative Ozarks Public Health Institute	Continuation of Appointment	07/01/24 06/30/25
Jacqueline McReynolds	Associate Director – Communications & Public Health Transformation Ozarks Public Health Institute	Continuation of Appointment	07/01/24 06/30/25
Charles Miller	English Language Institute Instruction Specialist English Language Institute	Continuation of Appointment	07/01/24 06/30/25
Amy Moore	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Karen Murray	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25

Non-academic Personnel Board Actions, cont'd.

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Lauren Neighbors	Autism Resource Specialist – DESE Project ACCESS	Continuation of Appointment	07/01/24 06/30/25
Melinda Odom	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Mikelle O’Neal	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Amy Phipps	Special Education Compliance Consultant Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Jordan Politte	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Kristen Ricker	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Andrea Rockney	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Angela Rose	English Language Institute Instruction Specialist English Language Institute	Continuation of Appointment	07/01/24 06/30/25
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 41, \$48,410 annually	Reclassification & Salary Adjustment	07/01/24

Non-academic Personnel Board Actions, cont'd.

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Robert Speer	Senior Research Specialist Jordan Valley Innovation Center	Continuation of Appointment	07/01/24 06/30/25
Joseph Spurlin	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Annette Tankersley	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Melynda Van Note	Professional Developer Agency for Teaching Leading & Learning	Continuation of Appointment	07/01/24 06/30/25
Mark Woolsey	Interim Director Institutional Research	Continuation of Appointment	07/01/24 07/31/24
Madison Ray	From: Residence Hall Receptionist Residence Life, Housing & Dining Services GR 10, \$33,743 annually To: Coordinator Office of the Registrar GR 16, \$43,368 annually	Promotion	07/08/24
Matthew Magruder	From: Associate Director Admissions GR 46, \$67,305 annually To: Interim Director of Admissions Admissions GR 46, \$67,305 annually (\$2,500 monthly supplemental)	Status Change	07/10/24
Kevin Laswell	From: Custodian I Residence Life Housing & Dining Services To: Custodian I Custodial Services	Transfer	07/16/24

Holly Hesse

From: Head Athletics Coach
Intercollegiate Athletics
To: Staff Emeritus
Intercollegiate Athletics

Status Change

08/01/24

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 Sciences

Rebecca Damron
Sheira Snyder

Coordinator, Missouri Pathways Internship Program
Administrative Specialist II

School of Health Care Professions

Garrett Jackson
Lyssa Maher-Felton
Donna Murphy
Kimberly Randol

Academic Administrative Assistant II
Clinic Assistant
Coordinator, Informatics & Clinical Education
Accounting Specialist

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board

III.B.3.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1771-24
Approval of Actions Concerning FLSA
Nonacademic Employees Salary Increases
Effective July 1, 2024

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

<u>NAME</u>	<u>Job Title</u>	<u>Department</u>	<u>Old Salary</u>	<u>New Salary</u>
Akoro, Celestine, A	Academic Advisor Athletics	Intercollegiate Athletics	\$43,260.00	\$43,888.00
Allen, Jonathan, D	Admission Crd-Acad Adv Nurs WP	WP allied Health & Division	\$43,775.00	\$43,888.00
Ave-Lallemant, Jussara, C	Residence Hall Director	Residence Life Housing & Dining Svc	\$43,801.00	\$43,888.00
Biondo, Sarah, K	Residence Hall Director	Residence Life Housing & Dining Svc	\$40,500.00	\$43,888.00
Breedlove-Koepke, Gates	Academic Advisor I	Academic Advising & Transfer Ctr	\$43,260.00	\$43,888.00
Burasco, Nico, R	Videographer/Editor	OPT	\$41,900.00	\$43,888.00
Capps, Jenny, R	Academic Advisor I	Academic Advising & Transfer Ctr	\$43,260.00	\$43,888.00
Cavitt, Bruce, A	Acad Advisor Wp	WP sup Ctr & Ctr	\$43,548.00	\$43,888.00
Clark, Drew, I	Content & Marketing Strategist	WP director of & Communications	\$41,230.00	\$43,888.00
Clark, Jacob, M	Academic Advisor I	COE - Education Advisement	\$43,260.00	\$43,888.00
Craven, Megan, D	Residence Hall Director	Residence Life Housing & Dining Svc	\$40,500.00	\$43,888.00
Cunningham, Teresa, A	Academic Advisor I	Academic Advising & Transfer Ctr	\$43,260.00	\$43,888.00
Dronet, Cheryl, R	Asst Box Office Manager	Juanita K. Hammons Hall	\$41,230.00	\$43,888.00
Eason, Armani, R	Bears LEAD Program Coordinator	WP support & opportunity Service & Service	\$43,260.00	\$43,888.00
Eddleman, Meadow, R	Academic Advisor I	College of Business & Business	\$43,260.00	\$43,888.00
Edgeller, Jennifer, D	Preparatory Math Specialist-Wp	WP dean of Acad & Office	\$42,000.00	\$43,888.00
Ellis, Evan, A	Academic Advisor I	College of Business & Business	\$43,260.00	\$43,888.00
Ferguson, Julie,	Filed Placement and Compliance Specialist	COE - Education Field Experiences	\$41,230.00	\$43,888.00
Frerichs, Warren, R	Asst Dir Grad Interdiscpl Pgms	Graduate College	\$43,260.00	\$43,888.00
Froneberger, Christine, M	Academic Coordinator Upward Bound	Trio	\$41,200.00	\$43,888.00
Goetz, Molly, G	Residence Hall Director	Residence Life Housing & Dining Svc	\$41,715.00	\$43,888.00
Haug, Allison	Graphic Designer-Creative Srvs	Creative Services	\$43,866.00	\$43,888.00
Jones, Julie, S	Academic Advisor I	McQueary College of Hlth & Hman Svs	\$43,260.00	\$43,888.00
Jones, Regan, E	Video Coordinator	Athletics Communications	\$41,230.00	\$43,888.00
Kim, Hae,	Research Specialist II	Biology	\$41,230.00	\$43,888.00

King, Matthew, N	Residence Hall Director	Residence Life Housing & Dining Svc	\$41,715.00	\$43,888.00
Krom, Megan, E	Career Resources Specialist	Career Center	\$42,000.00	\$43,888.00
Ladd, Taylor, L	Writer-Editor	Creative Services	\$42,037.00	\$43,888.00
Long, Christy,	Financial Aid Counselor	Financial Aid	\$43,260.00	\$43,888.00
Miller, Duane, F	Asst Box Office Manager	Intercollegiate Athletics	\$42,401.00	\$43,888.00
Miller, Tanya,	Support Coordinator, Ascend-WP	WP student Services & Services	\$41,230.00	\$43,888.00
Moore, Jen,	Financial Aid Counselor	Financial Aid	\$43,260.00	\$43,888.00
Newton, Charlee, J	Student Employment Specialist	eFactory - CBED	\$41,230.00	\$43,888.00
Nowell, Anjanette,	Dir Sponsorships & Educ Program	Juanita K. Hammons Hall	\$41,900.00	\$43,888.00
O'Connor, Alan, J	Project Supervisor	Ctr for Archeological Research	\$41,230.00	\$43,888.00
Petersen, Sylvia, M	Research Specialist II	Schl of Agri Sci & Conservation	\$41,900.00	\$43,888.00
Raithel, Sophia, R	Acad Adv,Mkt,Rec,Ret Spc CNAS	College of Natl & App Science	\$43,260.00	\$43,888.00
Reed, Patricia, C	Manager, Bull Shoals Field Sta	College of Natl & App Science	\$42,013.00	\$43,888.00
Richesin, Danielle, N	Dir of Mkt & Promo-Athletics	Intercollegiate Athletics	\$41,900.00	\$43,888.00
Richter, Blake, L	Basketball Video Coordinator	Intercollegiate Athletics	\$36,050.00	\$43,888.00
Samala, Seigfred, J	Convenience Store Supervisor	Bookstore	\$41,230.00	\$43,888.00
Schlinder, Kelly, A	Field Placement/Compliance Spc	COE - Education Field Experiences	\$43,260.00	\$43,888.00
Shields, Amanda, L	Asst Box Office Manager	Juanita K. Hammons Hall	\$41,230.00	\$43,888.00
Snavely, Reiley, M	Residence Hall Director	Res Life Hous & Din Svc-Fac & Oper	\$41,715.00	\$43,888.00
Thompson, Andrew, M	Residence Hall Director	Residence Life Housing & Dining Svc	\$41,715.00	\$43,888.00
Townsend, Morgan, A	Residence Hall Director	Residence Life Housing & Dining Svc	\$41,715.00	\$43,888.00
Watkins, Emma, K	Academic Advisor I	McQueary College of Hlth & Hman Svs	\$43,260.00	\$43,888.00
Welker, Dylan, C	Acad Adv,Mkt,Rec,Ret Spc CNAS	College of Natl & App Science	\$43,260.00	\$43,888.00
West Staples, Tori,	Crd Project Success	Learning Diagnostic Clinic	\$41,230.00	\$43,888.00
White, Mark,	Veterans Incentive Program Crd	WP student Services & Services	\$41,900.00	\$43,888.00
Williams, Rylee, A	Graphic Designer-Editorial &	Creative Services	\$43,444.00	\$43,888.00
Young, Quincy, N	Content Strategist	Web Strategy & Development	\$41,230.00	\$43,888.00

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

III.B.4.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1772-24
Approval of Reclassifications of
Nonacademic Employees
Effective July 1, 2024

BE IT RESOLVED by the Board of Governors for Missouri State University that the following Non-academic employees are being reclassified from exempt status to non-exempt status, as itemized below, are effective July 1, 2024.

<u>NAME</u>	<u>Job Title</u>	<u>Department</u>
Cavato, Allison, E	Crd, Fraternity & Sorority Life	PSU-Student Engagement
Coronado, Tracey, J	Sustainability Coordinator	Environmental Health & Safety
Craig, Becky,	Financial Aid Counselor, WP	WP Financial Aid
Douglas, Briar, A	Crd, Std Engagment Co-Curric	PSU-Student Engagement
Kerley, Lauren, E	Financial Aid Coordinator, WP	WP Financial Aid
Nag, Nandita,	Laboratory Supervisor CNAS	Physics Astronomy & Mat Sciences
Petkovic, Vickie, F	Academic Success Coach-WP	WP Academic Success
Robertson, Laurie, K	Supply Buyer/Department Charge Coordinator	Bookstore
Towell, Kelley, L	Financial Aid Counselor, WP	WP Financial Aid

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board

III.C.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1616-24
Approval of bids and award of a contract to
modify the data center at Cheek Hall

BE IT RESOLVED by the Board of Governors for Missouri State University that the lowest responsible bid of Kenmar Construction, Inc. in the amount of Two Hundred Fifty-one Thousand Two Hundred Four and 00/100ths dollars (\$251,204.00) for the base bid to modify the data center at Cheek Hall be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$0.00
Construction Costs	\$251,204.00
Project Administration	\$11,115.40
Construction Contingency	\$37,680.60
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$300,000.00
Funding Source	
Networking and Telecom - Operating budget	\$300,000.00
Total Funding Source	\$300,000.00

BE IT FURTHER RESOLVED that this be funded by the Networking and Telecom - Operating budget.

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

Lynn Parman
Board Chair

Passed at meeting of
August 1 -2, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

The bids received on this project are as follows:

Contractor	Base Bid
Xperience Construction, LLC	\$250,700.00
Kenmar Construction, Inc.	\$251,204.00

This project modifies room 167 in Cheek Hall for new data center equipment. Work will include new finishes, ceiling, lights, along with electrical and mechanical equipment. The new data center will remain as the primary network connection for the buildings on campus and the redundant connection to the Internet for the University. The existing data center in Cheek Hall will be converted into office space during the Cheek Hall renovation project. Work to prepare the new data center space is scheduled to be completed during the fall 2024 semester.

Kenmar Construction, Inc. is the lowest responsible bidder due to their extensive experience of providing quality work for the University in a timely manner. This project requires careful coordination and is critical to campus operations. While Xperience Construction, LLC was technically the lowest bidder by \$504.00, this difference is immaterial. Additionally, Xperience Construction, LLC has no prior experience working for the University or in higher education generally.

This project will be funded by the Networking and Telecom - Operating (\$300,000.00) budget.

III.C.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1617-24
Approval of proposals and award of a
contract to resolve the water infiltration
issues at Plaster Stadium East Grand Stand

BE IT RESOLVED by the Board of Governors for Missouri State University that the proposals from MTS Contracting, Inc. in the amount of Three Hundred Thirty-eight Thousand Six Hundred Sixty-four and 05/100ths dollars (\$338,664.05) to resolve the water infiltration issues at Plaster Stadium East Grand Stand be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$0.00
Construction Costs	\$338,664.05
Project Administration	\$1,000.00
Construction Contingency	\$108,335.95
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
Total Project Budget	\$448,000.00
Funding Source	
Water Infiltration, PSC Bleacher budget	\$448,000.00
Total Funding Source	\$448,000.00

BE IT FURTHER RESOLVED that this be paid from the Water Infiltration, Plaster Sports Complex budget funded by the President's Program Enhancement Fund.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services 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
August 1 -2, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

This project repairs the sealant joints by removing existing sealant and resealing with sealant and grout foam. Additional work will include repairs to damaged concrete at the areas of handrails, wall weld plates, steps and penetrations, and installs expansion joints. The work is scheduled to be completed by the spring 2025 semester.

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Sourcewell Cooperative Contract 25629 with MTS Contracting, Inc. to perform the work under this contract.

This project will be paid from the Water Infiltration, Plaster Sports Complex budget funded by the President's Program Enhancement Fund (\$448,000.00).

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 536-24
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
August 1 – 2, 2024

Rowena Stone
Secretary to the Board

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from June 11, 2024 through July 25, 2024 be approved.

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

FOR APPROVAL

Single Feasible Source > \$250,000

HVAC Software and Service Agreement Facilities Maintenance	\$457,644.00 (Three Years)
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Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University Facilities Maintenance is seeking approval of a Planned Services Agreement with Johnson Controls, Incorporated (JCI) for the period of July 1, 2024, through June 30, 2027, paid on an annual basis. The agreement supports the HVAC maintenance and operation of the campus Building Automation System (BAS) and replaces a previous expiring three-year agreement.

Due to the proprietary and complex nature of the temperature controls equipment, only JCI can provide the Building Environmental Specialist Services (BES), Software Licensing, and Software upgrades.

Service benefits the campus-wide mechanical (HVAC), district chilled water (DCWS), electrical, life safety, and utility metering systems. By providing monitoring and scheduling of systems energy performance is optimized, and assistance and support is providing a quality building environment at a reduced cost to the University.

Reports generated via this system assist in focusing efforts, and staff benefit from training provided. The contract also assists in the retrofit of temperature controls equipment for existing facilities and lends to the integrity and reliable operation of the system.

Note: Funding to be from ongoing operational budgets.

**ACTIVITY REPORT
PAGE TWO**

Other purchases at the discretion of the Director of Procurement Services with approval from the Vice President for Administration and Finance or President, with description of the rationale.

Consulting and Research Services **\$708,300.00**
Office of the President **(Three Years)**

EAB Global, Incorporated (EAB) provides school management and administration consultancy services to colleges, universities, K-12 districts, independent schools, and graduate programs to schools throughout the United States.

Through the Global Research Partnership, EAB provides universities with comprehensive access to EAB’s research programs, collaborative live and virtual support for senior campus leaders, and professional development and engagement opportunities for campus staff.

Headquartered in Washington D.C. and founded in 2017, EAB now serves multiple partner institutions.

Execution of a three-year agreement with EAB includes a commitment from August 14, 2024 through August 13, 2027, to replace an expiring four-year program term.

Missouri State University may elect to discontinue the contract effective August 13, 2025, (the “Early Termination Date”) so long as the University (i) has completed 3 executive level interactions prior to providing notice of their intent to terminate, and (ii) by providing written notice of its intent to terminate the contract no less than 90 days prior to the Early Termination Date, in which case the contract will cease on the Early Termination Date and university will not owe any fees for the period after the Early Termination Date.

Payment for year one is due on or before the start date of the service, and subsequent annual fees for each following 12-month period are to be billed annually in advance.

June 11, 2024 through July 25, 2024

**ACTIVITY REPORT
PAGE THREE**

Annual Fees – Global Research Partnership

Program Term	Annual Fee Program/Travel/Administrative
Year 1 August 14, 2024 - August 13, 2025	\$236,100
Year 2 August 14, 2025 - August 13, 2026	\$236,100
Year 3 August 14, 2026 - August 13, 2027	\$236,100
Total	\$708,300

Note: Funding to be from the President’s Enhancement Fund A02000 012017 061.

FOR INFORMATIONAL PURPOSES ONLY

Property Lease

Civic Center – City of West Plains **\$126,168.00**
West Plains Campus

A new agreement to replace the most recent expiring agreement was executed with the City of West Plains for lease of the West Plains Civic Center for selected University functions. The period is July 1, 2024 through June 30, 2025, to continue this ongoing annual lease.

The amount is to be paid in twelve monthly payments of \$10,514.00, with the first payment due and payable on July 1, 2024, and each succeeding payment becoming due and payable on the first day of each month through June 1, 2025.

Further increases to this annual renewal will be calculated based on the December Consumer Price Index (CPI) in the year of the current contract.

June 11, 2024 through July 25, 2024

**ACTIVITY REPORT
PAGE FOUR**

Subject to ongoing satisfactory performance, the University will continue to execute new annual lease agreements to replace expiring annual lease agreements as needed.

Note: Funding to be from the West Plains Rental-of-Facilities operational budget.

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

Adobe Software Subscription Renewals	\$175,000.00
Computer Services	(Estimated)

Pursuant to University policy, which allows for participation in contract agreements established by other public entities, the University is purchasing Adobe Value Incentive Plan (VIP) Software Subscription Renewals utilizing NASPO Cooperative Contract ADSP016-138244 with Insight Public Sector.

Adobe Value Incentive Plan (VIP) is a discounted volume-license subscription licensing program that allows the University to purchase, deploy, and manage Adobe products. The University's Adobe Value Incentive Plan (VIP) program has a fixed term of August through July, and software costs are prorated monthly as software is added throughout the year. At the end of each annual term the existing subscriptions need to be renewed if they are still in use. This purchase is for the renewal of the subscriptions purchased in the August 2023 through July 2024 license term.

Purchase of two license types, Named-User and Shared-Device, are allowed under the Adobe Value Incentive Plan (VIP) program. Named-User licenses are assigned to individuals and allow the users to work at home and on campus with up to two deployments per license. Shared-Device licenses are assigned to computers and allow multiple people to use the software in shared environments, such as laboratories and classrooms.

Note: Funding to be from the FY25 operational budget.

June 11, 2024 through July 25, 2024

**ACTIVITY REPORT
PAGE FIVE**

Single Feasible Source > \$100,000

Digital Advertising Services **\$198,750.00**
College of Business **(Estimated)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, the University's College of Business is seeking to enter into a \$198,750.00 Addendum to add funds to an existing digital advertising agreement with Encoura L.L.C.

The past academic year agreement, Digital Addendum to *NRCCUA Membership Application & Encoura Data Lab Subscription Agreement* for \$199,600.00 was entered into in July 2023 with \$16,000.00 in additional funds approved in April 2024, for a total of \$215,600.00. The amount of \$198,750.00 is for the upcoming 2024 through 2025 academic year.

Audiences targeted for this service are prospective undergraduate students and families, as well as prospective graduate students. Today's prospective undergraduate and graduate students are increasingly learning about and conducting research on academic programs and institutions online.

Services provided via this contract will assist the College of Business in gaining exposure, raising awareness, and meeting prospective students where they are, which is online. The primary goal will be to increase enrollment, and the secondary goal will be to increase awareness about programs and offerings.

Encoura has been selected by the College due to its focus on higher education marketing/recruiting, use of distinct strategies to increase awareness, applications and yield, and use of marketing mediums that appeal to prospective college students. It will use prospective student data provided by the University to increase awareness and applications, and admitted student data to increase yield (i.e., enrollment) of the same.

Recruiting/advertising campaigns associated with this contract will be conducted from approximately August 1, 2024 through July 1, 2025 and are subject to change depending on the progress of creative design work and outcomes for each campaign.

Note: Funding to be from College of Business Undergraduate Course Fees B02436 112001 73601 011 (\$100,000.00) and Graduate Course Fees B02380 112001 73601 011 (\$98,750.00).

June 11, 2024 through July 25, 2024

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 500-24
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 REAPPOINTMENT:

<u>Name</u>	<u>Rank</u>	<u>Salary</u>	<u>Effective</u>
Whitney Kelley	Lecturer	\$40,000	8/26/2024
	West Plains Campus	Annually	6/27/2025
Hannah Suggs	Lecturer	\$35,000	8/26/2024
	West Plains Campus	Annually	6/27/2025

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

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board

ADDENDUM A

Supplemental payments for the Summer 2024 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Jacob Poulette	CIS Internship	\$250.00

III.E.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 501-24
Approval of Actions Concerning
Academic 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.

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Matthew Hughes	Farm Manager (Supplemental) WP Instruction	UN	\$10,000 Annually	07/01/2024
Jennifer Edgeller	Preparatory Math Specialist/ PAWS Coordinator WP Advising & Academic Support	42	\$43,888 Annually	07/01/2024
Joshua Gregory	General Buyer WP Drago College Store	13	\$36,524 Annually	07/16/2024
Ryan Hargrove	Head Athletics Coach WP Women's Softball	UN	\$52,500 Annually	07/18/2024

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Rachel Peterson	From: Director of Development & Annual Giving SGF University Advancement GR 44, \$64,966 annually To: Director of Athletics WP Athletics and Community Engagement GR 44, \$70,000 annually	Transfer	08/01/2024

LAYOFF:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Garland Barton	Coordinator, Corporate Education & Business Engagement WP Workforce Development and Community Education	06/30/2024

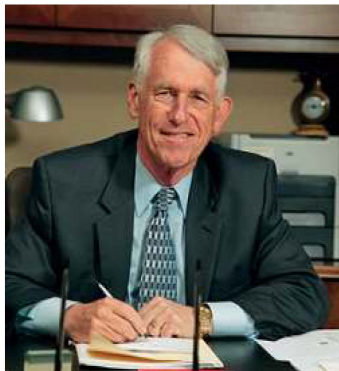
RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Marcus Cook	Success Coach WP Advising and Academic Support	07/09/2024

Lynn Parman
Board Chair

Passed at meeting of
August 1-2, 2024

Rowena Stone
Secretary to the Board



JOHN WELTY, ED.D.

Senior Consultant

EDUCATION

Ed.D., Indiana University

M.A., Michigan State University

B.A., Western Illinois University

SPECIALTIES

Strategic planning, university advancement and fundraising, team building, and executive coaching

OVERVIEW

During more than two decades at the helm of California State University, Fresno (Fresno State), **Dr. John D. Welty** expanded the school's regional and global outreach initiatives, boosted private fundraising endeavors and strengthened campus diversity, innovation, service and community engagement. With a tenure that lasted from 1991 to 2013, Dr. Welty is the longest-serving president in the school's 102-year history. He also served as President at Indiana University of Pennsylvania (1984-1991) and held administrative positions at SUNY-Albany and Southwest Minnesota State University. He began his academic career as an admissions counselor at Michigan State University.

Dr. Welty was instrumental in establishing the Voluntary System of Accountability and twice was a member of the leadership team to create a strategic plan for the California State University System. He is a frequent speaker on the engaged university.

SERVICE HIGHLIGHTS

- Founding chair, California Health Sciences University Board
- Member, California Healthcare Foundation Board
- Past chair, American Association of State Colleges and Universities (AASCU) Board of Directors
- Past chair, Renaissance Group Board
- Past chair, American Humanics, Inc. Board
- Past chair, Cal State Online Advisory Board
- Past chair, Western Association of Schools and Colleges Senior Accrediting Commission
- Past member, Association of Public and Land Grant Universities Board of Directors
- Past member, the Coalition of Urban and Metropolitan Universities Board of Directors
- Past member, Urban Serving Universities Board of Directors
- Past member, National Collegiate Athletic Association Board of Directors
- Past member, California Campus Compact Board of Directors
- Co-founder, Fresno Business Council
- Co-founder, Central Valley Higher Education Consortium
- Past member, Fresno Chamber of Commerce Board
- Past member, Economic Development Corporation Board
- Past member, Fresno Compact Board
- Past member, Maddy Institute of Public Affairs Board
- Past member, Community Hospital Board
- Past member, Regional Jobs Initiative Board
- Past member, Collaborative Regional Initiative Board
- Past member, Great Valley Center

HONORS

- Honorary doctorate, Western Illinois University
- Chief Executive Leadership Award, Council for Advancement and Support of Education (CASE)
- Excellence in Public Service Award, Fresno Business Council
- Sequoia Award, Great Valley Center
- William Lyles Vision Award, honoring contributions to entrepreneurial education in Central California

Missouri State UNIVERSITY

2024-2025 Action Plan

ACADEMIC AFFAIRS CONTINUOUS AGILITY PROCESS FOR 2024-2027

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, CAP is designed to be continuous and agile. Items can be inserted into the system on an as-needed basis or cyclically.

In 2022, we implemented CAP to track complex, ongoing changes. Now, with CAP’s framework well established, we’re able to introduce and track longer-term goals. The current CAP includes 10 items that will be addressed from 2024–27. (See **Fig. 1.**)

Fig. 1: Academic Affairs CAP Items for 2024–27	
Academic Opportunities	Mental Health and Well-being
Artificial Intelligence	Research Strategy
Data Analytics	Shared Governance
Higher Learning Commission (HLC) Preparation	Student Success
Learning Environment Upgrades	Study Teams

These items were built by academic unit leaders (AULs) and verified by Faculty Senate’s executive committee (FSEC). In keeping with CAP’s spirit, some items will be implemented sooner than others. CAP items can be thought of as focal areas. ([See Fig. 2 for an executive summary.](#))

Progress Updates

We anticipate providing updates to Administrative Council (AC) and the Board of Governors’ (BOG) programs and planning committee each December and June. The Academic Affairs Support Team (AAST), Academic Leadership Institute (ALI), Deans’ Team (DT) and FSEC will receive quarterly updates.

Other Assignments in Academic Affairs

In addition to the 10 CAP items, we will address the following issues in 2024–25:

- Seeking academic program approvals at national and state levels
- Addressing enrollment and partnership-based issues
- Exploring fundraising and grant-making endeavors
- Ensuring successful implementation of Brightspace
- Continuing to address and enhance the use of Faculty Success
- Ensuring Missouri State’s inclusivity principles are threaded throughout academic affairs
- Integrating new direct reports into Academic Affairs
- Ensuring progress on Honors College study team recommendations
- Ensuring progress on Mountain Grove enhancements
- Supporting the team-based American Association of State Colleges and Universities (AASCU) Student Success Equity Initiative (SSEI)
- Supporting and contributing to the community-based mental health collaborative
- Responding to legislative inquiries

- Ensuring follow-up to legal and compliance guidelines (e.g., new Title IX regulations, Financial Value Transparency and Gainful Employment rulemaking, FLSA exempt salary threshold increases, Missouri Department of Higher Education and Workforce Development [MDHEWD] regulations, conflict of interest policy)
- Addressing other process improvements as needed

Fig. 2: Executive Summary of CAP Items for 2024–27

Academic Opportunities	<p>Responsible: Ken Brown (lead), Subha Basu-Roy, Julie Masterson, Beth Walker</p> <p>Accountable: John Jasinski, Scott Zimmerman</p> <p>Consulted: ALI, Faculty Senate, faculty within academic units, DT, FSEC, advisors, advisory boards, office of admissions, external partners</p> <p>Informed: Faculty and academic staff, SGA, SEM Council, other stakeholders as needed</p>
Desired outcome: Ensure we have a strategic and shared vision and process for exploring, addressing and enacting academic opportunities.	
Related KPIs: Enrollment, retention rate, graduation rate, degrees and certificates awarded, terminal degrees, success after graduation, global partnerships.	
Artificial Intelligence	<p>Responsible: Ken Brown (lead), Jason Jolley, faculty expert TBD, FSEC delegate TBD</p> <p>Accountable: John Jasinski, Scott Zimmerman</p> <p>Consulted: College AI experts (faculty, staff, students), Disability Resource Center (DRC), DT, Faculty Center for Teaching and Learning (FCTL), FSEC, information services, AC areas as appropriate, undergraduate and graduate students TBD, community/employer partners</p> <p>Informed: Faculty and academic staff, other internal and external stakeholders as needed</p>
Desired outcome: By continuing to integrate the ethical use of AI throughout the curriculum and within academic pursuits and operations, and continuing to monitor the need for revised policies, ensure the university is positioned alongside peers and industry on the use of AI; ensure we are continually futurecasting.	
Related KPIs: Will address student, faculty and staff success more broadly, along with employer connectedness.	
Data Analytics	<p>Responsible: Egon Heidendal (lead), Ken Brown, two ALI members TBD</p> <p>Accountable: John Jasinski</p> <p>Consulted: ALI, DT, FSEC, Theresa McCoy, office of institutional effectiveness,</p> <p>Informed: AAST, AC, ALI, strategic enrollment management (SEM) council</p>
Desired outcomes: Guide the newly developed office of institutional effectiveness through a period of transition — all while setting it up as a foundational resource for a new, more data-informed culture.	
Related KPIs: Will serve to help us assess and refine KPIs and address data more broadly.	
Higher Learning Commission (HLC) Preparation	<p>Responsible: Mark Woolsey (lead), Mary Bohlen and the HLC oversight committee (consisting of Mary Bohlen, Algerian Hart, Tammy Jahnke, John Jasinski, Shawn Wahl, Andrea Weber, Kelly Wood and Mark Woolsey)</p> <p>Accountable: Tammy Jahnke and John Jasinski (HLC process co-leads)</p> <p>Consulted: AAST, AC, ALI, BOG, DT, FSEC, Staff Senate executive board (SSEB)</p> <p>Informed: Campus community, external stakeholders</p>
Desired outcome: Successful reaffirmation of accreditation from HLC in 2026. Note: Our comprehensive visit is scheduled for March 30–31, 2026.	
Related KPIs: Will address ongoing accredited status.	

Learning Environment Upgrades	<p>Responsible: Subha Basu-Roy (lead), Ian Alaimo, Angela Barker, Nancy Gordon, faculty delegate TBD</p> <p>Accountable: John Jasinski, DT</p> <p>Consulted: Space committee; planning, design and construction (PD&C); Brian Leas; AAST; ALI; DRC; FCTL; FSEC; information services; undergraduate and graduate student delegates TBD</p> <p>Informed: Faculty and academic staff; other stakeholders as needed</p>
<p>Desired outcome: Codify and execute an approach for upgrading classrooms and other learning environments across all colleges (e.g., hy-flex, immersive/active learning classrooms, related technology) in a manner that contributes to a shared understanding of engaged learning.</p>	
<p>Related KPIs: Will indirectly address enrollment, retention rate, graduation rate, degrees and certificates awarded.</p>	
Mental Health and Well-being	<p>Responsible: Marjorie Shavers (lead), Alicia Baum, Mike Foster, Sara Nimmo, Andrea Weber, MCHHS delegate(s) TBD</p> <p>Accountable: John Jasinski, Scott Zimmerman</p> <p>Consulted: AAST, AC, ALI, Behavioral Intervention Team (BIT), DT, DRC, FSEC, athletic mental health, human resources, SSEB, SGA, experts from Burrell Behavioral Health and other partners</p> <p>Informed: Faculty and academic staff; other stakeholders as needed</p>
<p>Desired outcomes: Develop an approach for ensuring that we address the mental health and well-being needs of faculty and academic staff and provide them with tools to assist in addressing students' mental health and well-being needs; making wellness and the focus on mental health a part of our culture.</p>	
<p>Related KPIs: Will address student success indicators and faculty and staff hiring and retention more broadly.</p>	
Research Strategy	<p>Responsible: Brad Bodenhausen (lead), Paul Durham, Julie Masterson, Scott Zimmerman, college delegates TBD, graduate student delegate TBD</p> <p>Accountable: John Jasinski</p> <p>Consulted: AAST, ALI, DT, FSEC, library, office of research administration (ORA)</p> <p>Informed: Faculty and academic staff</p>
<p>Desired outcome: Articulate a research strategy and goals that align with the university's mission and Carnegie classification, reinforce the value of student experiences and guide the coordination of interdisciplinary collaboration and resource allocation for the advancement of research, scholarship and creative works.</p>	
<p>Related KPIs: Research and grant support.</p>	
Shared Governance	<p>Responsible: FSEC and DT; others TBD after the summit</p> <p>Accountable: John Jasinski, Scott Zimmerman</p> <p>Consulted: ALI, FSEC, general counsel, curricular action workflow workgroup; for policy: faculty handbook revision committee, policy review committee, bylaws committee, DT or delegates</p> <p>Informed: Faculty Senate, all faculty, campus community</p>
<p>Desired outcome: Enhanced shared governance.</p>	
<p>Related KPIs: More broadly, will address enhanced relations; indirectly, KPIs of faculty and staff diversity, faculty and staff salaries.</p>	
Student Success	<p>Responsible: Kelly Wood (lead), Kim Finch, Mark Smith, other delegates TBD</p> <p>Accountable: John Jasinski, Scott Zimmerman</p> <p>Consulted: AAST, AATC, ALI, DT, FSEC, admissions office, academic integrity office, Advising Center directors, athletics, Career Center, DRC, Learning Diagnostic Center, office of institutional effectiveness, SGA, SEM council, veteran's office</p>

	Informed: Faculty and academic staff
Desired outcome: Enhance approaches to address a comprehensive student success framework.	
Related KPIs: Enrollment, retention rate, graduation rate, degrees and certificates awarded, terminal degrees, success after graduation, student financial obligation, tuition and fees.	
Study Teams	2024–25: <ul style="list-style-type: none"> • Academic Program Review (leads: Ken Brown, Egon Heidendal) • Math Placement (lead: Tammy Jahnke) • Harmonizing Public Affairs, Citizenship and Service Learning, Community Engagement and Civic Engagement (lead TBD) • Note: We will determine other study teams on a responsive basis throughout 2024–25.
Desired outcome: Provide a platform for focused and agile responses to real-time issues.	

LONG RANGE PLAN

1. GLOBAL ENGAGEMENT

- a. Continue implementation of the university’s international enrollment strategy, with a focus on increasing yield in international student admissions. *Community & Global Partnerships · KPI 1 (Enrollment)*
- b. Complete process of adding a second major at the LNU-MSU College of International Business. *Community & Global Partnerships · KPI 1 (Enrollment)*
- c. Continue development of new dual degree, pipeline, and customized educational programs in collaboration with international partner universities. *Community & Global Partnerships · KPI 1 (Enrollment)*
- d. Establish effective recruitment strategy for new degree programs, including the MBA-STEM option (in collaboration with the College of Business). *Community & Global Partnerships · KPI 1 (Enrollment)*
- e. Promote increased participation in education abroad and international virtual exchange. *Community & Global Partnerships · KPIs 15 and 16 (Global Partnerships)*
- f. Expand community engagement opportunities for international students, including a focus on pre-employment preparation and support for internship and work placements. *Community & Global Partnerships*

2. INCLUSIVE EXCELLENCE DRIVING UNIVERSITY SUCCESS

- a. Identify next steps for the Inclusive Excellence Institute to serve as a central hub for access work and become a repository of resources for members of the campus community and external partners. *Office of Inclusive Engagement*
- b. Recalibrate the Collaborative Diversity Conference with a greater state and regional presence. *Office of Inclusive Engagement*
- c. Sustain strong participation in Inclusive Excellence programming activities. *Student Affairs · KPIs 3, 4, 5, and 6 (Retention and Graduation Rates for All and Underrepresented Students)*

- d. Strengthen relationships with access partners and participants to increase visibility of MSU as a first-choice university. *Office of Inclusive Engagement and Student Affairs · KPIs 1, 2, 3, 4, 5, and 6 (Enrollment of All and Underrepresented Students, Retention and Graduation Rates for All and Underrepresented Students)*

3. COMMUNITY LEADERSHIP AND PARTNERSHIPS

- a. Continue MSU's leadership role in regional economic development through the activities of the efactory in business support, training and professional development, and the promotion of entrepreneurship and innovation throughout southern Missouri. *Community & Global Partnerships · KPI 17 (Economic and Workforce Development)*
- b. Advance initiatives that align the MSU student experience with the talent attraction/development needs of employers. Examples include the Alliance for Healthcare Education; other industry-specific collaborations; and student employment opportunities through internships, work placement, and the Community Graduate Assistant program. *Community & Global Partnerships · KPIs 1 and 17 (Enrollment and Economic & Workforce Development)*
- c. Fully implement Employer Partnerships industry sector outreach strategy and internal linkages with academic programs. *Community & Global Partnerships · KPIs 1 and 17 (Enrollment and Economic & Workforce Development)*
- d. Continue to implement Jordan Valley Innovation Center's mission of research and product development for industry partners and interdisciplinary educational experiences for students, with an emphasis on strategic planning for sustainable growth of research programs, tenant leasing, and corporate affiliates. *Community & Global Partnerships · KPI 17 (Economic & Workforce Development)*
- e. Investigate opportunities to expand community partnerships among Student Affairs units while continuing current partnerships with Magers Health, Bear Pantry, AmeriCorps, Career Center, and other offices. *Student Affairs*

STRATEGIC ENROLLMENT MANAGEMENT PLAN

1. OUTREACH AND RECRUITMENT

- a. Increase first-time new in college (FTNIC) student enrollment by 1.5% for Fall 2025 through tactics including automating processes to better recruit prospective students and maximize staff resources (e.g., implementation automatic scholarship awarding using the customer relationship management system; development of financial aid, parent, and event portals; Honors College student processing; automated data transfers and refined data points for assessing return on investment) and employing direct admissions practices. *Enrollment Management & Services · KPI 1 (Enrollment)*
- b. Explore feasibility of increasing enrollment of students who applied to Missouri State but did not enroll at any institution (non-consumers). *Enrollment Management & Services · KPI 1 (Enrollment)*
- c. Establish data-driven enrollment targets and project future enrollment through collaboration between Enrollment Management & Services and Institutional Effectiveness. *Enrollment Management & Services · KPI 1 (Enrollment)*
- d. Increase transfer student enrollment by reallocating staff resources in Admissions to boost support for transfer student recruitment, enhancing coordination of Academic Advising and Transfer Center and Admissions staff, improving the 2+2 and transfer degree plan development and review processes, delivering master advisor training to community college partners, and evaluating and prioritizing key recommendations made by the Transfer Student Work Group. *Enrollment Management & Services, Student Success, and Academic Affairs · KPI 1 (Enrollment)*
- e. Improve management of the university's scholarship budget by establishing a Scholarship Program Effectiveness Work Group to evaluate existing scholarship programs and market trends and formalizing the process for vetting

proposed new scholarship programs. *Enrollment Management & Services · KPIs 1 and 10 (Enrollment and Student Financial Obligation)*

- f. Remove barriers to admission to accelerated graduate programs by streamlining the application and moving it out of GradCAS and into My Missouri State. *Graduate College · KPI 1 (Enrollment)*

2. STUDENT SUCCESS

- a. The 2024-2027 CAP contains initiatives related to student success.
- b. Participate in the Prepare and Reflect phases of AASCU's Student Success and Equity Initiative. *KPIs 3 and 5 (Retention Rates for All and Underrepresented Students)*
- c. Enhance participation, engagement, and evaluation of student success initiatives and activities offered through Student Affairs. *Student Affairs · KPIs 3, 4, 5, and 6 (Retention and Graduation Rates for All and Underrepresented Students)*
- d. Sustain and enhance Student Affairs services that support students' continuation and success at MSU. *Student Affairs · KPIs 3, 4, 5, and 6 (Retention and Graduation Rates for All and underrepresented students)*

FUNDING AND INFRASTRUCTURE

1. ADMINISTRATION AND FINANCE

- a. Advance safety and security on campus through a variety of means, such as establishing a threat assessment management team; implementing a comprehensive bicycle theft prevention program; implementing a safety inspection program; upgrading/expanding the door access system; updating identity and access management policies, processes, and systems; and upgrading/replacing video surveillance cameras. *Administration & Finance and Management Information Systems*
- b. Continue to strengthen efforts to recruit and retain faculty and staff. *Administration & Finance*
- c. Manage university finances to further the university's mission and achieve the objectives established by the Board of Governors. Examples include evaluating bonding capacity for the auxiliary system, maintaining a balanced budget, ensuring compliance with the university's annual audit, and completing grants and contracts financial reporting as required by federal, state, and local agencies. *Administration & Finance*

2. FOUNDATION

- a. Complete and approve the long-range plan for the MSU Foundation and Alumni Association. The five-year plan begins in 2025. *University Advancement*
- b. Raise \$10 million in private gifts for the new Advancement Center. *University Advancement · KPI 18a (External Fundraising: Gifts)*

3. FACILITIES

- a. Specific projects Administration & Finance will advance in partnership with other units include:
 - 1. Judith Enyeart Reynolds Complex
 - 2. Clifton M. Smart Advancement Center
 - 3. Kemper Hall Addition

4. Blunt Hall Phase I Addition
 5. Blunt Hall Phase II Renovation
 6. Cheek Hall Phase I
 7. Darr Agriculture Innovation Hub
 8. Kampeter Hall Phase II
 9. Jordan Valley Innovation Center Building #4 Third Floor Buildout
- b. Manage university property to position the university positively through strategy and property purchases/sales. Eliminate Park Central Office Building lease agreement. Plan to eliminate the Meyer Alumni Center lease agreement. Savings in the rental portion of the facilities budget will be transferred to the maintenance and repair budget for the specific purpose of deferred maintenance.
 - c. Improve data centers, including Blair Shannon House, Cheek Hall, and West Plains. Regarding Cheek Hall specifically: Continue planning and begin renovation; renovate the unused open-access computer lab space in Meyer Library to house User Support staff to free up space in Cheek Hall; build a new, smaller, data center in Cheek Hall; and upgrade the network core with new equipment. *Administration & Finance and Management Information Systems*
 - d. Maintain current Student Affairs auxiliary facilities and investigate opportunities to enhance spaces to achieve excellence. *Student Affairs and Administration & Finance*

4. TECHNOLOGY

- a. Continue working with the Provost's Office and the West Plains campus to finalize the D2L Brightspace Learning Management System.
- b. Provide support for advising initiatives to improve student success and retention.
- c. Establish a structured system for project initiation, prioritization, and management to align resource allocation with the strategic objectives of the university effectively.
- d. Continue to monitor the impact and influence of artificial intelligence as it relates to academic and university operations. Update policies and operations to reflect the support for strategic and ethical usage of AI. (An output on AI specific to Academic Affairs also appears in the CAP.)
- e. Coordinate efforts to replace Windows 10 operating systems prior to its end-of-support in October 2025.
- f. Work with University Safety, Academic Affairs, West Plains Information Technology, and other stakeholders to implement the new Motorola Avigilon video surveillance system.
- g. Deliver employee training and simulated phishing campaigns to improve threat awareness and reduce risk of a significant cybersecurity event.
- h. Continue to add resiliency to the university server infrastructure by moving to the Bluebird facility in the Springfield Underground.
- i. Continue the Budget Buy program to speed the time of delivery and the life-cycle replacement of outdated equipment.
- j. Implement technology in support of the Alliance for Healthcare Education partnership.

- k. Expand and replace parts of the fiber optic network downtown to include additional buildings. Expand capacity for new and expanding programs downtown.
- l. Increase the bandwidth on the links to the West Plains, Mountain Grove, and Baker Observatory campuses to improve overall access to the internet and campus computer resources.
- m. Continue to expand the university network and maintain lifecycle replacement of the existing network infrastructure, including an upgrade for the DNS (Domain Name Services) and Dynamic Host Configuration Protocol (DHCP) servers.
- n. Review and revise university information security policies to reflect current best practices and requirements.
- o. Update identity management systems and processes to improve the experience for new employees and students and employees who are changing roles.
- p. Implement modern, consolidated hardware and software to meet university-wide enterprise computing needs while reducing overall space used and power consumed. Oversee and facilitate the systematic enhancement of the Banner software suite and its related enterprise applications to ensure technological advancement and leverage new features for improved performance.

ADDITIONAL AREAS OF FOCUS

1. ATHLETICS

For all of the following, *KPIs 1, 2, 3, 4, 7 and 18a (Enrollment, Retention, Degrees and Certificates Awarded, and External Funding-Grants)*

- a. Maintain a balanced budget and formalize budget for reclassification to Conference USA, including by working with the Foundation to create a Title IX-compliant fundraising strategy for operating budgets, facilities, and name/image/likeness (NIL).
- b. Comply with all applicable laws, regulations, and policies (e.g., federal and state law, NCAA, Missouri Valley Conference, and university).
- c. Monitor new student payment rules and implement NIL for the department.
- d. Analyze and implement marketing strategies to increase attendance, specifically for men's basketball.
- e. Create a marketing and branding plan for Conference USA in partnership with Marketing & Communications.
- f. Collaborate with university and conference constituents.
- g. Evaluate the feasibility of renovating or otherwise upgrading athletics facilities.

2. AUDIT AND RISK MANAGEMENT

- a. Perform gap analysis for implementation of new auditing standards (including charter review).
- b. Develop strategic plan for audit function.
- c. Reassess enterprise-level risk at the West Plains campus.
- d. Develop conflict of interest disclosure repository and reporting procedures.

3. MARKETING AND COMMUNICATIONS

- a. Continue to support and promote the Missouri State brand locally and statewide.
- b. Continue to promote faculty subject matter experts when contacted by local and national media.
- c. Develop and execute the communications plan including campus-wide emails, videos, website creation, online survey creation and analysis for the new president, and other projects as they arise throughout the year.
- d. Partner with Enrollment Management & Services and the Graduate College to provide social media and digital marketing support for Fall 2025 recruitment efforts. *KPI 1 (Enrollment)*
- e. Partner with the Foundation and Alumni on projects throughout the year including Public Affairs Hall of Fame, MarooNation Ball events, MarooNation events, etc.
- f. Partner with multiple colleges, including the Graduate College, on strategic digital marketing campaigns along with creative services and video and web support. *KPI 1 (Enrollment)*
- g. Provide support for the Alliance for Healthcare Education communication and branding. Provide project management of the agency-led website development on behalf of the partners. *KPI 1 (Enrollment)*

4. WEST PLAINS

- a. Implement plan to address compliance with Higher Learning Commission (HLC) criteria concerning student learning assessment. Prepare for a complete self-study required by the HLC to lift the probation sanction. The self-study will be used by an HLC site visit team in Fall 2025 or Spring 2026.
- b. Continue to work to increase the number of degree-seeking students, including adding focused certificate and degree programs relevant to south-central Missouri; expanding and/or enhancing student life and development programming; and continuing retention efforts through student coaching, hands-on learning experiences, mental health counseling and programs, and advising services focused on successful, on-time degree completion. *WP KPIs 1 and 2 (Fall Enrollment – Credit Hours and Degree-Seeking Students)*
- c. Continue to address campus housing needs by enhancing residential student life programming. *WP KPIs 3, 4, and 5 (Persistence – Next Term, Persistence – Next Year, First Year Retention)*
- d. Continue to develop the Vet Assistant, Vet Tech, and Equine Therapy Assistant programs, for complete implementation by Fall 2025. *WP KPIs 1, 2, 7, and 8 (Fall Enrollment – Credit Hours, Fall Enrollment – Degree-Seeking Students, Student Completers, Award Completions)*
- e. Expand workforce development programs, including certificate and degree programs in select construction trades, re-establishing the Certified Nursing Assistant program, and beginning start-up development of an Emergency Medical Technician program. *WP KPIs 1, 2, 7, and 8 (Fall Enrollment – Credit Hours, Fall Enrollment – Degree-Seeking Students, Student Completers, Award Completions)*
- f. Begin men's Grizzly Baseball pre-season play in Fall 2024 with full competition in Spring 2025. Continue to develop the co-ed Grizzly Rodeo team, which will also begin pre-season activity in Fall 2024 and competition in Spring 2025. Begin startup development of women's Grizzly Cross Country team, with intent to begin play in Fall 2025. *WP KPIs 1 and 2 (Fall Enrollment – Credit Hours, Fall Enrollment – Degree-Seeking Students)*
- g. Work across all West Plains campus divisions to develop the initial stages of a budget model that will look three years ahead. This is especially needed as we begin discussions toward a new strategic plan, a new three-year enrollment plan, and additions to academic and athletic programs.

- h. Complete an analysis of West Plains campus salary data in comparison with other two-year, like-structured (part of a university) benchmark institutions to determine an appropriate mid-point for faculty and staff.
- i. Continue to develop relationships, processes, policies, and, when appropriate, fiscal and contractual efficiencies as well as joint academic programming with the Springfield campus.
- j. In partnership with the Springfield campus:
 - a. Complete construction of the Neurodiversity and Autism Center.
 - b. Manage university property to transition the university positively through strategy and property purchases/sales. Transfer foundation property to the university at Wulff-Risner Agriculture Science Center and 313 Missouri Avenue. Evaluate future of Shannon Hall in Mountain Grove.

Key Performance Indicators Springfield Campus

<https://www.missouristate.edu/OIR/key-performance-indicators.htm>

1. Enrollment (headcount and FTE)
2. Enrollment (underrepresented students)
3. Retention rate (undergraduate, FTNIC, fall to fall)
4. Retention rate (undergraduate, underrepresented students, fall to fall)
5. Graduation rate (overall undergrad)
6. Graduation rate (undergraduate, underrepresented students)
7. Degrees and certificates awarded
8. Terminal degrees (number of programs)
9. Terminal degrees (degrees awarded)
10. Student financial obligation
11. Tuition and fees
12. Success after graduation (percent of graduates employed, enlisted, or enrolled)
13. Faculty and staff diversity
14. Faculty and staff salaries
15. Global partnerships (number of partnerships)
16. Global partnerships (number of counties with partnerships)
17. Economic and workforce development through IDEA Commons
 - a. New business clients served
 - b. Jobs generated
 - c. Total capital and equity
 - d. Research and grant support
18. External fundraising
 - a. Gifts
 - b. Grants

West Plains Campus

[LINK](#)

1. Fall enrollment – credit hours
2. Fall enrollment – degree-seeking students
3. Persistence – next term
4. Persistence – next year
5. First year retention
6. Graduation/transfer rate
7. Student completers
8. Award completions

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for June		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 23	6,724	\$206,839	125	\$798,093	6,849	\$1,004,932	85,098	\$10,285,466	FY 23
	FY 24	6,809	\$202,394	125	\$771,661	6,934	\$974,055	82,266	\$9,946,999	FY 24
Capital Facilities	FY 23	9	\$412	11	\$1,632,060	20	\$1,632,472	263	\$5,346,474	FY 23
	FY 24	10	\$643	3	\$62,500	13	\$63,143	240	\$18,172,968	FY 24
One Time Gifts	FY 23	0	\$0	3	\$4,000	3	\$4,000	143	\$8,648,751	FY 23
	FY 24	0	\$0	8	\$126,538	8	\$126,538	171	\$7,859,076	FY 24
TOTALS	FY 23	6,733	\$207,251	139	\$2,434,153	6,872	\$2,641,404	85,504	\$24,280,691	FY 23
	FY 24	6,819	\$203,037	136	\$960,699	6,955	\$1,163,736	82,677	\$35,979,043	FY 24

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2023 TO 06/30/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2023 TO 06/30/2024	TOTAL 07/01/2022 TO 06/30/2023
ALUMNI	\$90,821	\$7,213,170	\$838,708	\$255,847	\$388,907	\$8,786,651	\$5,057,065
FRIENDS	15,418	1,968,094	455,858	967,232	187,920	\$3,594,522	3,914,895
PARENTS	1,350	47,019	7,285	99	39,688	\$95,441	227,166
FOUNDATIONS	8,200	13,875,484	1,520,375	0	0	\$15,404,059	3,169,288
ORGANIZATIONS	32,950	1,149,344	1,420,554	11,758	0	\$2,614,606	5,198,429
BUSINESSES	16,979	1,528,068	224,141	3,014,118	700,458	\$5,483,764	6,713,848
GIFT TOTAL	\$165,718	\$25,781,179	\$4,466,921	\$4,249,054	\$1,316,973	\$35,979,043	\$24,280,691

**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 06/30/2024	TOTAL 07/01/2022 TO 06/30/2023
DEFERRED GIFTS	1,000,000	0	2,084,641	0	\$ 3,084,641	\$ 6,222,002

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

	NUMBER OF DONORS 07/01/2023 06/30/2024	NUMBER OF DONORS 07/01/2022 06/30/2023
ALUMNI	6,199	6,196
FRIENDS	11,740	12,033
PARENTS	468	570
FOUNDATIONS	61	58
ORGANIZATIONS	330	320
BUSINESSES	740	747
TOTAL	19,538	19,924

X.

Closed Meeting

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,...”