



Board of Governors Meeting
West Plains Civic Center, Magnolia Room

Friday, 6/24/2022
8:30 AM - 2:00 PM CT

I. Roll Call *Presented By: Governor Carol Silvey*

II. Approval of Minutes *Presented By: Governor Carol Silvey*

A. Approval of minutes of the May 19, 2022, open and closed meetings

II.A. Minutes of the May 19, 2022, Board of Governors Meeting - Page 5

III. Consent Agenda *Presented By: Governor Amy Counts*

A. President

1. Approval of FY2022-2023 Employment Agreements for Athletics Coaches and Administrators

III.A.1. Approval of FY22-FY23 Employment Agreements for Athletics Coaches and Administrators - Page 12

B. Facilities and Equipment

1. Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023

III.B.1. Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023 - Page 26

C. Human Resources

1. Approval of Actions Concerning Academic Employees

III.C.1. Approval of Actions Concerning Academic Employees - Page 36

2. Approval of Actions Concerning Non-Academic Employees

III.C.2. Approval of Actions Concerning NonAcademic Employees - Page 70

3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2022

III.C.3. Approval of Actions Concerning Employee Salary Increases Effective July 1, 2022 - Page 84

4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2022

III.C.4. Approval of Actions Concerning Employee Salary Increases Effective August 1, 2022 - Page 117

5. Approval of FY2023 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation

III.C.5. Approval of FY2023 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation - Page 133

6. Approval of Amendments to the Employee Handbook for Administrative,

Professional, and Support Staff Employees and Related Policies

III.C.6. Approval of Amendments to the Employee Handbook for Administrative, Professional, and Support Staff Employees and Related Policies - Page 136

D. Procurement and Financial

1. Approval of Procurement Activity Report

III.D.1. Approval of Procurement Activity Report - Page 151

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

III.D.2. Approval of Rental Rates for Space in the Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices - Page 156

E. Student Affairs

1. Approval of the 2022 Revisions to the Code of Student Rights and Responsibilities (Springfield and West Plains Campuses)

III.E.1. Approval of Revision of the Code of Student Rights and Responsibilities (Springfield & West Plains) - Page 175

F. West Plains Campus

1. Approval of Actions Concerning Academic Employees

III.F.1. Approval of Actions Concerning Academic Employees - West Plains - Page 247

2. Approval of Actions Concerning Non-Academic Employees

III.F.2. Approval of Actions Concerning NonAcademic Employees - West Plains - Page 250

3. Approval of FY2022-2023 Employment Agreements for West Plains Campus Coaches

III.F.3. Approval of employment of Donald Long, Missouri State University-West Plains' Head Women's Softball Coach - Page 251

IV. Committee Reports

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

B. Finance and Facilities Committee *Presented By: Governor Lynn Parman*

C. Programs and Planning Committee *Presented By: Governor Amy Counts*

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

A. Welcome and Meeting Overview

B. Approval of Appointment of Dr. John Jasinski as Interim Provost

V.B. Approval of Appointment of Dr. John Jasinski as Interim Provost - Page 265

VI. West Plains Campus

A. Chancellor's Report *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

1. Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University

VI.A.1. Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University - Page 267

2. Approval of the 2022-2027 Master Plan for Missouri State University-West Plains

VI.A.2. Approval of the 2022-2027 Master Plan for Missouri State University-West Plains - Page 268

B. Making Our Missouri Statement Moment – National Professional Agriculture Student Competition Winners *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*

C. Faculty Senate Report *Presented By: Dr. Gary Phillips, Immediate Past Chair of Faculty Senate, West Plains, and Dr. Linda Wulff-Risner, Chair*

D. Staff Senate Report *Presented By: Rachel Peterson, Immediate Past Chair of the Staff Senate, West Plains, and Bryan Moore, Chair*

E. Student Government Association Report *Presented By: Jackson Wright, SGA President, and Logan Brewer, SGA Vice-President*

VII. Academic Affairs

A. Provost's Report *Presented By: Dr. Frank Einhellig, Provost*

1. Approval of Revisions to the Faculty Handbook (Springfield Campus)

VII.A.1. Approval of Faculty Handbook Proposed Revisions - Page 270

2. Update on the Provost's Academic Leadership Series

3. Current year and upcoming Academic Program Accreditations

VIII. Community and Global Partnerships *Presented By: Dr. Jim Baker, Vice President for Community and Global Partnerships*

A. Office Transition Update

B. Sponsored Research Report (written report)

VIII.B. Sponsored Research Report - Page 275

IX. Diversity, Equity, and Inclusion (written report only)

A. Division for Diversity, Equity, and Inclusion Report – Assistant to the President/Chief Diversity Officer Wes Pratt will provide a written report regarding activities associated with the Division for Diversity, Equity, and Inclusion

IX.A. Diversity Report - Page 279

X. Student Affairs

A. Report from the Student Body President *Presented By: Colin Weber, Student Body President*

B. Student Affairs Report (written report only) - Vice President for Student Affairs Dee Siscoe will provide a written report regarding activities in the Division of Student Affairs

X.B. Student Affairs Report - Page 286

XI. Staff Senate (written report only)

A. Staff Senate Report - Chair of Staff Senate Kathleen Hains will provide a written report regarding activities of Staff Senate

XI.A. Staff Senate Report - Page 289

XII. Facilities and Equipment *Presented By: Matt Morris, Vice President for Administrative Services*

A. Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center

XII.A. Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center

XIII. Financial

A. Approval of FY2023 Internal Operating Budget *Presented By: Steve Foucart, Chief Financial Officer*

The FY23 Internal Operating Budget can be found at:

<https://www.missouristate.edu/financialservices/documentsandreports.htm>

XIII.A. Approval of FY2023 Internal Operating Budget - Page 293

B. Development Report (written report only) – Brent Dunn, Vice President for University Advancement, will provide a written report from the MSU Foundation

XIII.B. Development Report - Page 294

XIV. Marketing and Communications (written report only)

A. Marketing and Communications Report - Vice President for Marketing and Communications Suzanne Shaw will provide a written report regarding activities in the Division of Marketing and Communications

XIV.A. Marketing and Communications Report - Page 296

XV. Information Service (written report only)

A. Information Services Report - Chief Information Officer Jeff Coiner will provide a written report regarding activities in the Division of Information Services

XV.A. Information Services Report - Page 298

XVI. New Business

A. Approval of the 2023 Missouri State University Board of Governors Meeting Schedule *Presented By: President Clif Smart*

XVI.A. Approval of the 2023 Board Meeting Schedule - Page 299

B. Approval of Resolution of Recognition for Student Governor Briar Douglas *Presented By: President Clif Smart*

XVI.B. Approval of Resolution of Recognition for Student Governor Briar Douglas - Page 301

XVII. Resolution Authorizing Closed Meeting, Pursuant to Sections 610.021(1), (2), (3), (6), (9), (11), (12), (13), (14) and/or (17) of the Revised Statutes of Missouri

XVII. Closed Meeting Resolution - Page 302

XVIII. Adjournment *Presented By: Governor Carol Silvey*

II.A.

**MINUTES OF THE
BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
THURSDAY, MAY 19, 2022**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Thursday, May 19, 2022, with Governor Carol Silvey, Chair of the Board of Governors, presiding. Governor Silvey called the meeting to order at 1:00 p.m.

Roll Call

Present – Carol Silvey, Chair of the Board
Amelia “Amy” Counts, Governor
Briar Douglas, Student Governor
Anson Elliott, Governor
Craig Frazier, Governor
Ann Kampeter, Governor
Lynn Parman, Governor
Chris Waters, Governor

Absent – Gabriel Gore, Governor
Jay Wasson, Governor

Also present – Clif Smart, President
Jim Baker, Vice President for Community and Global Partnerships
Jeff Coiner, Chief Information Officer
Ryan DeBoef, Chief of Staff and Assistant to the President for
Governmental Relations
Rachael Dockery, General Counsel and Chief Compliance Officer
Brent Dunn, Vice President for University Advancement
Frank Einhellig, Provost
Steve Foucart, Chief Financial Officer
Dennis Lancaster, Chancellor of the West Plains Campus
Natalie McNish, Director of Internal Audit and Risk Management
Kyle Moats, Director of Athletics
Wes Pratt, Chief Diversity Officer and Assistant to the President
Suzanne Shaw, Vice President for Marketing and Communications
Dee Siscoe, Vice President for Student Affairs
Rowena Stone, Secretary to the Board of Governors
Shawn Wahl, Dean of the Reynolds College of Arts and Letters

Governor Silvey welcomed everyone to the meeting. She shared that Dr. Ron Del Vecchio, Dean of the College of Agriculture, passed away last month following a valiant battle with leukemia. While the university searches for the next dean, Dr. Anson Elliott, Governor, has generously offered to serve as interim dean on an unpaid, voluntary basis. Dr. Elliott previously served as Director of the College of Agriculture from 1980-2016. While serving as interim dean, Dr. Elliott will continue to participate in meetings of the Board of Governors, but will abstain from voting on

any action items, in order to avoid the appearance of any possible conflict of interest caused by his dual roles.

Approval of Minutes

Governor Silvey called for a motion to approve the open and closed minutes of the February 18, 2022, and March 31, 2022, meetings and April 7-8, 2022, Board Development Workshop. Governor Lynn Parman provided a motion, receiving a second from Governor Ann Kampeter for approval of all the minutes.

Motion passed 6-0. Governor Elliott abstained.

Consent Agenda

Governor Silvey noted the next item of business on the agenda was the approval of the consent agenda with an updated resolution for agenda item III.E.4. Items included in the consent agenda:

President

Approval of Appointment of Brad Bodenhausen as Vice President for Community and Global Partnerships

Approval of Employment Agreements for Athletics (Human Resources No. 1698-22)

Facilities and Equipment

Approval of Activity Report for the month of February 2022 (Activity Report No. 322-22)

Approval of Activity Report for the month of March 2022 (Activity Report No. 323-22)

Approval of Activity Report for the month of April 2022 (Activity Report No. 324-22)

Approval of consultant and authority to enter into an agreement for professional services in conjunction with the nursing simulation lab addition at Looney Hall on the West Plains Campus (West Plains Architects & Engineers No. 59-22)

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1699-22)

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1700-22).

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 510-22)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 471-22)

Approval of Actions Concerning Non-Academic Employees (West Plains Personnel No. 472-22)

Approval of the New Academic Program for the Associate of Applied Science in Information Technology (West Plains Curriculum No. 107-22)

Approval of Michael Ennis as the recipient of an Honorary Associate of Applied Science degree from Missouri State University-West Plains (West Plains Awards No. 11-22). The revised resolution was available at each Board member's place for review.

Governor Amy Counts provided a motion for approval of the consent agenda with revised resolution, receiving a second from Governor Craig Fraizer.

Motion passed 6-0. Governor Elliott abstained.

Making Our Missouri Statement – 2022-2023 Excellence in Public Affairs Awards

Dr. Keri Franklin, Associate Provost for Public Affairs and Assessment, announced the winners of the 2022-2023 Excellence in Public Affairs award recipients. Faculty winners included Dr. Diana Piccolo, Associate Professor in Childhood Education and Family Studies; Dr. Stephen Spates, Assistant Professor in Communications; and Dr. Shurita Thomas-Tate, Associate Professor in Communication Sciences and Disorders. Staff winners included Jeffrey Grevillius, Clothing/Soft Goods Manager at the Bookstore and Kathleen Hains, Administrative Specialist for Theatre and Dance and Chair of Staff Senate. Governor Silvey recommended approval of the resolution to acknowledge the 2022-2023 Excellence in Public Affairs award recipients (Awards No. 101-22). Governor Counts provided a motion, receiving a second from Governor Waters.

Motion passed 6-0. Governor Elliot abstained.

Committee Reports

Governor Silvey reported out on the March 16, 2022, and April 20, 2022, Executive Committee meetings.

Governor Waters reported out on the April 27, 2022, Risk Management and Audit Committee meeting.

Governor Parman reported out on the May 19, 2022, Finance and Facilities Committee meeting.

Governor Counts reported out on the May 19, 2022, Programs and Planning Committee meeting.

President's Report

President Smart presented a resolution for approval of the 2022 Wall of Fame Inductees (Awards No. 102-22). The resolution approves former Missouri State University employees to be added to the Wall of Fame. President Smart reviewed the 2022 inductees: Dr. Yohannan "John" Abraham, Dr. Dana Carroll, Lynn Cline, Jerry Hoover, Stephanie Marinec, and Dr. David Oatman. Governor Parman made a motion for approval, receiving a second from Governor Kampeter.

Motion passed 6-0. Governor Elliott abstained.

Academic Affairs

Dr. Chris Herr, Outgoing Chair of Faculty Senate, provided a report on happenings of Faculty Senate. Highlights of his report covered updates from the March and April Senate sessions and introduction of the 2022-2023 officers for Faculty Senate.

Dr. Mike Hudson, Incoming Chair of Faculty Senate, provided a report on happenings of Faculty Senate from the May session. Highlights of his report included action on curricular proposals and a resolution passed by the committee of past senate chairs.

Dr. Frank Einhellig, Provost, provided an update on happenings in Academic Affairs. He asked for approval of a resolution of recognition for Dr. Chris Herr, outgoing Faculty Senate Chair (Recognition No. 8-22). Governor Counts provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

Dr. Einhellig reviewed the process for faculty to apply and be selected for the Missouri State Foundation Awards in Teaching, Research, and Service. He announced the teaching award winner, Dr. Julia Troche, Assistant Professor in History. He announced the research award winners: Dr. Judith Martinez, Assistant Professor in Modern and Classical Languages; Dr. William “Bill” Meadows, Professor in Sociology and Anthropology; and Dr. Puneet Prakash, Associate Professor in Finance and General Business. He announced the service award winner, Paula Rector, Senior Instructor in Criminology.

Dr. Einhellig reported out on the spring 2022 research presentation forums.

Dr. Einhellig concluded his report by presenting a resolution for Approval of New Program: Comprehensive Undergraduate Major in Geography and Sustainability (Curriculum No. 402-22). Governor Parman provided a motion for approval, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

Diversity, Equity, and Inclusion

Wes Pratt, Chief Diversity Officer and Assistant to the President, reported out on the 2022 Collaborative Diversity Conference. The conference was held virtually and made free for all attendees due to the generous support of sponsors. A pre-conference facing racism session was held and the conference had a full day of sessions. Plans are being made for an in-person conference in 2023.

Student Affairs

Michael Chapman, Student Body President and Abigail Falgout, Student Body Vice President provided a report on happenings of the Student Government Association (SGA) and the student body. Highlights of their report included updates on sustainability and campus safety efforts, the senior class gift, the Wyrick project proposal, and various events and initiatives. The newly elected

SGA leadership team was introduced: Colin Weber, incoming SGA President; Christina Nguyen, incoming SGA Vice President; Katie Chandler, incoming Senior Class President; and Drew Minnis, incoming Chief of Staff.

Dr. Dee Siscoe, Vice President for Student Affairs, provided a written report and highlighted the StreamlinED Auto Access Program available through the Bookstore. This program is a seamless means of connecting students and faculty with digital course materials through the university's learning management system. This direct-digital distribution-billing model saves time and money and makes course materials accessible from students' devices on the first day of class. She shared that over the life of the program, students have saved around \$2.6 million by using the StreamlinED Program over traditional textbooks.

Dr. Siscoe presented two resolutions for approval. Governor Silvey requested approval of the following resolutions, to be approved at the same time:

- Approval of a Resolution of Recognition of Michael Chapman for Service as Student Body President (Recognition No. 9-22)
- Approval of a Resolution of Recognition of Abigail Falgout for Service as Student Body Vice President (Recognition No. 10-22)

Governor Counts provided a motion for approval, receiving a second from Governor Waters.

Motion passed 6-0. Governor Elliott abstained.

Dr. Siscoe reviewed the renderings of a Public Affairs monument to be constructed on the north mall behind the bear paw stage, south of Bear Boulevard. She presented a resolution for approval of Wyrick Fund Expenditures passed by a student vote in April 2022 to be implemented in FY 2023 (Finance No. 1105-22). Governor Waters provided a motion for approval, receiving a second from Governor Counts.

Motion passed 6-0. Governor Elliott abstained.

Staff Senate

Kathleen Hains, Chair of Staff Senate, provided a report on happenings of Staff Senate. Highlights of her report included updates to the bylaws, reports on the activities, Public Affairs, administrative professional, and communications committees.

Jen Cox, University Space Manager and Director of Support Services, presented a resolution for the approval of recognition of Kathleen Hains for Service as 2021-2022 Staff Senate Chair (Recognition No. 11-22). Governor Kampeter provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

Facilities and Equipment

Mark Wheeler, University Architect and Director of Planning, Design, and Construction, presented a resolution for approval of an agreement for the construction and use of a Throwing Field at

Parkview High School in Springfield, Missouri (Agreement No. 546-21). Governor Parman provided a motion, receiving a second from Governor Counts.

Motion passed 6-0. Governor Elliott abstained.

Mr. Wheeler presented a resolution for approval of bids and award of a contract for the Small Animal Education Center at Darr Agricultural Center (Bids & Quotations No. 1597-21). Governor Counts provided a motion, receiving a second from Governor Frazier.

Motion passed 6-0. Governor Elliott abstained.

New Business – Information Technology & Cybersecurity Update

Jeff Coiner, Chief Information Officer, provided an update on technology and cybersecurity at the university. Highlights of his report included an introduction of his leadership team, the simplify IT initiative, technology success stories, early alerts for successful intervention (EASI), cybersecurity treat landscape, threat response efforts, and external assessment history.

Dr. Kelly Wood, Associate Provost for Student Success, provided additional information on the EASI system that will be utilized by student success staff to help prioritize which students may need extra touch points.

The Board provided feedback as to the university's cybersecurity assessment approach and encouraged more frequent, targeted assessments.

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 Silvey 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(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 Parman provided a motion for approval, receiving a second from Governor Counts.

A roll call vote was taken. Those voting in favor – Governors Counts, Frazier, Kampeter, Parman, Silvey, and Waters; those voting against – none; those abstaining – Governor Elliott.

The open meeting recessed at 3:37 p.m. to go into closed session.

The open meeting reconvened at 4:04 p.m.

Adjournment

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

Motion passed 6-0. Governor Elliott abstained.

Meeting adjourned at 4:04 p.m.

Carol Silvey
Board Chair

Approved at the meeting of
June 24, 2022

Rowena Stone
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY22-FY23 Employment Agreements for Athletics Coaches and Administrators.

The following resolution was moved by _____
and seconded by _____

WHEREAS, the University desires to employ Alec O'Reilly, Megan Won and Angel Whetstone as administrators within the Department of Athletics, as referenced in the attached Exhibit A.

WHEREAS, the University further desires to employ Olivia Applewhite as a Women's Basketball Assistant Coach, as set forth in the attached Exhibit B

WHEREAS, the University further desires to employ Mary "Ellie" Burger as head coach for Women's Tennis as set forth in Exhibit C.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY22-2023 Employment Agreements.

VOTE: **AYE** _____
 NAY _____

Comments:

The salaries will be paid for from the salaries of previous employees who have left the University or through donations to the University, such that these hires do not represent a new expense to the Athletics Department.

The Administrators and Coaches will also be eligible to earn achievement payments contingent upon the athletic success of certain athletics teams.



Exhibit A

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

This Employment Agreement ("Agreement") is by and between the Board of Governors of Missouri State University ("University") and the employee identified below ("Administrator").

By executing this Agreement, the University agrees to employ Administrator, and Administrator agrees to be employed by University, for the position and term identified below. In exchange for Administrator's services, the University will provide Administrator with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Administrator*, which is incorporated herein by this reference.

Name of Administrator: Alec O'Reilly

Position: Basketball Video Coordinator -Men's Basketball

Term: May 25, 2022 – June 30, 2023

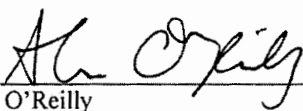
Compensation: \$35,000 annually

Achievement Payments:

\$500 Regular Season Championship in Men's Basketball, and
\$250 for each MVC Championship or MVC Co-Championship in Men's Basketball;
\$250 should Men's Basketball be selected for an at large bid to the NCAA Tournament

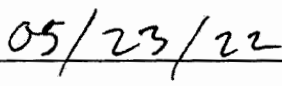
Other Benefits and Incentives:

ADMINISTRATOR


Alec O'Reilly

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President


Date

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

1. Term and Termination. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Administrator remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

The University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Administrator's salary or perform any other obligations under this Agreement, if:

a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or

b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Administrator's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Administrator's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator's duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

3. Use of Automobile. *This section applies only if this Agreement states that Administrator will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Administrator shall be furnished with an automobile, pursuant to a lease agreement with the University, for Administrator's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Administrator will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Administrator understands and agrees that Administrator (and not the University) is individually responsible for maintaining insurance for the automobile.

4. Employee Handbook and University Policies. Administrator's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Administrator understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Administrator's employment is not subject to the Faculty Handbook, and Administrator is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

5. Professional and Moral Conduct Requirement. It is understood Administrator is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Administrator agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.

b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.

c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.

d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.

e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

f. Administrator is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Administrator further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

6. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.

March 18, 2013



ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Administrator”).

By executing this Agreement, the University agrees to employ Administrator, and Administrator agrees to be employed by University, for the position and term identified below. In exchange for Administrator’s services, the University will provide Administrator with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below. Administrator acknowledges that the terms of employment remain “at will” and subject to termination as outlined in paragraph one of this Agreement.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Administrator, which is incorporated herein by this reference.

Name of Administrator: Megan Won

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2022 – June 30, 2023

Compensation: \$44,700

Achievement Payments:

\$500 for regular season MVC Conference Championship in Women’s basketball; and
\$250 for MVC Conference Tournament Championship in any men’s or women’s sport; and
\$250 for each regular season conference championship or co-championship in any other men’s or women’s sport; and
\$250 for each men’s or women’s team that wins a game in NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

Moving Expenses: The University agrees to reimburse Ms. Won for any documented expenses associated with Ms. Won’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

ADMINISTRATOR


Megan Won

06/01/2022

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

1. Term and Termination. Administrator's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, at any time. The University may, in its sole discretion, provide 30 days' notice when terminating this Agreement for any reason or no reason at all. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Administrator remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

Examples of when the University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Administrator's salary or perform any other obligations under this Agreement, include, but are not limited to, the following circumstances:

- a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

2. Duties. Administrator's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator's duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

3. Use of Automobile. *This section applies only if this Agreement states that Administrator will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Administrator shall be furnished with an automobile, pursuant to a lease agreement with the University, for Administrator's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Administrator will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Administrator understands and agrees that Administrator (and not the University) is individually responsible for maintaining insurance for the automobile.

4. Employee Handbook and University Policies. Administrator's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Administrator understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Administrator's employment is not subject to the Faculty Handbook, and Administrator is not entitled to tenure or any other rights, privileges, or protections afforded to faculty. If a conflict exists between

the terms/provisions of this Agreement and the Employee Handbook, the terms/provisions of this Agreement are controlling and supersede any conflicting terms/provisions in the Employee Handbook.

5. Professional and Moral Conduct Requirement. It is understood Administrator is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Administrator agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.
- b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.
- c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.
- d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.
- e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- f. Administrator is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:
 - Income from annuities;
 - Sports camps;
 - Housing benefits (including preferential housing arrangements);
 - Country club memberships;
 - Complimentary ticket sales;
 - Television and radio programs; and
 - Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Administrator further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

6. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.



Missouri State_™

U N I V E R S I T Y

ATHLETICS EMPLOYMENT AGREEMENT – ADMINISTRATOR

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Administrator”).

By executing this Agreement, the University agrees to employ Administrator, and Administrator agrees to be employed by University, for the position and term identified below. In exchange for Administrator’s services, the University will provide Administrator with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Administrator*, which is incorporated herein by this reference.

Name of Administrator: Angel Whetstone

Position: Basketball Video Coordinator -Women’s Basketball

Term: May 25, 2022 – June 30, 2023

Compensation: \$40,000 annually

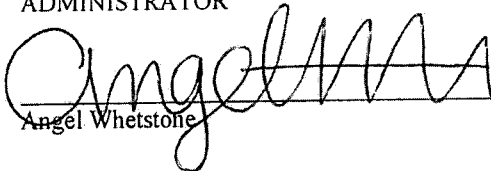
Achievement Payments:

\$500 Regular Season Championship in Women’s Basketball, and
\$250 for each MVC Championship or MVC Co-Championship in Women’s Basketball;
\$250 should Women’s Basketball be selected for an at large bid to the NCAA Tournament

Moving Expenses: **Moving Expenses:** The University agrees to reimburse Ms. Whetstone for any documented expenses associated with Ms. Whetstone’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Other Benefits and Incentives:

ADMINISTRATOR


Angel Whetstone

Date

5/23/22

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

*Athletics Employment Agreement Terms and Conditions – Administrator dated March 18, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ADMINISTRATOR

1. Term and Termination. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Administrator remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

The University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Administrator's salary or perform any other obligations under this Agreement, if:

a. Administrator fails to perform as agreed, Administrator otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or

b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Administrator's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Administrator's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Administrator will be treated as an exempt employee for purposes of applicable wage and hour laws because Administrator's duties primarily involve organizing and administering athletics programs, supervising sports programs, and supervising personnel associated with sports programs. Administrator will have a great deal of independent discretion and judgment as to the manner and method of such duties. Administrator shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics directs.

3. Use of Automobile. *This section applies only if this Agreement states that Administrator will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Administrator shall be furnished with an automobile, pursuant to a lease agreement with the University, for Administrator's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Administrator will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Administrator understands and agrees that Administrator (and not the University) is individually responsible for maintaining insurance for the automobile.

4. Employee Handbook and University Policies. Administrator's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Administrator understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Administrator's employment is not subject to the Faculty Handbook, and Administrator is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

5. Professional and Moral Conduct Requirement. It is understood Administrator is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Administrator agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.

b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.

c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.

d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.

e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

f. Administrator is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Administrator further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

6. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.



March 18, 2013



Exhibit B

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – ASSISTANT COACH

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Coach”).

By executing this Agreement, the University agrees to employ Coach, and Coach agrees to be employed by University, for the position, sport, and term identified below. In exchange for Coach’s services, the University will provide Coach with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Assistant Coach*, which is incorporated herein by this reference.

Name of Coach: Olivia Applewhite

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 9, 2022 - June 30, 2023

Compensation: \$80,000 annually

\$2,500 - Missouri Valley Conference (MVC) Regular Season Championship or \$1,400 MVC Regular Season Co-Championship; and
\$2,000 - MVC Conference Tournament Championship; and
\$750 - Per game appearance in the Post-Season WNIT; or
\$1,500 - At Large Bid to the NCAA Tournament; and
\$1,500 – Per win in the NCAA Tournament; or
\$2,500 - Win the Sweet 16 NCAA; and
\$2,500 – Win the Elite 8; and
\$5,000 – Win a Game in the Final Four; and
\$7,500 –NCAA Championship Game.

Other Benefits and Incentives:

The University agrees to reimburse Ms. Applewhite for any documented expenses associated with Ms. Applewhite’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Storage and car towing are excluded.

Coach may participate in camps and/or clinics.
Use of one (1) automobile.

COACH

Olivia Applewhite, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

June 7, 2022

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated February 28, 2013



OCA

June 7, 2022

February 28, 2013

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – ASSISTANT COACH

1. Term and Termination. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Coach remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

The University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Coach's salary or perform any other obligations under this Agreement, if:

- a. The University's employment of the current head coach of the sport identified in this Agreement ("Sport") ends for any reason; or
- b. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- c. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Coach's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Coach's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Coach will be treated as an exempt employee for purposes of applicable wage and hour laws because Coach's duties primarily involve teaching proper skills development to student-athletes and instructing student-athletes on physical health, team concepts, and safety, and because Coach will have a great deal of independent discretion and judgment as to the manner and method of such teaching and instruction. Coach shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics, the Associate Director of Athletics, and the head coach for the Sport direct.

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may participate in camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may participate in camps and clinics associated with the Sport for Coach's own benefit, provided that such camps and clinics are owned and operated by other University employees. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not operate such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for participating in such camps and clinics (compensation is the responsibility of the owner/operator of the camp or clinic). Coach's duties for the University do not include service or participation in camps or clinics, but the University hereby authorizes Coach to participate in camps or clinics for Coach's own benefit as an additional benefit and incentive. Unless this Agreement expressly states to the contrary, Coach is not authorized to use the University's name, logo, likeness, or property to operate or conduct his or her own camp or clinic.

4. Use of Automobile. *This section applies only if this Agreement states that Coach will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Coach shall be furnished with an automobile, pursuant to a lease agreement with the University, for Coach's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Coach will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Coach understands and agrees that Coach (and not the University) is individually responsible for maintaining insurance for the automobile.

5. Employee Handbook and University Policies. Coach's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Coach understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Coach's employment is not subject to the Faculty Handbook, and Coach is not entitled to tenure or any other rights, privileges, or protections afforded to faculty.

6. Professional and Moral Conduct Requirement. It is understood Coach is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Coach agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.

b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.

c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.

d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.

e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

f. Coach is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Coach further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

7. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.

February 28, 2013



Exhibit C

Missouri State UNIVERSITY

ATHLETICS EMPLOYMENT AGREEMENT – HEAD COACH

This Employment Agreement (“Agreement”) is by and between the Board of Governors of Missouri State University (“University”) and the employee identified below (“Coach”).

By executing this Agreement, the University agrees to employ Coach, and Coach agrees to be employed by University, for the position, sport, and term identified below. In exchange for Coach’s services, the University will provide Coach with the compensation, achievement payments (if the contingencies are satisfied), and other benefits and incentives identified below. Coach acknowledges that the terms of employment remain “at will” and subject to termination as outlined in paragraph one of this Agreement.

The parties further agree to be bound by, and that the terms set forth herein are subject to, the Athletics Employment Agreement Terms and Conditions – Head Coach, which is incorporated herein by this reference.

Name of Coach: Mary “Ellie” Burger

Position: Head Coach

Sport: Women’s Tennis

Term: June 1, 2022 – June 30, 2023

Compensation: \$40,000

Achievement Payments: \$500 should the teams NCAA calculated academic program rate (APR) meet or exceed the NCAA APR score of 985.

\$500 should the team GPA achieve ITA recognition

\$1,400 for Missouri Valley Conference Individual or Team Championship;

\$700 for Missouri Valley Conference Individual or Team Co-Championship

\$700 for an Individual, Doubles, or Team that competes in the NCAA Tournament;

Other Benefits and Incentives: Coach may participate in camps and/or Clinics

Moving Expenses: The University agrees to reimburse Ms. Burger for any documented expenses associated with Ms. Burger’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. No storage is included.

COACH

MISSOURI STATE UNIVERSITY


Mary “Ellie” Burger

Clifton M. Smart III
President

June 2, 2022

Date

Date

Athletics Employment Agreement Terms and Conditions – Head Coach updated May 25, 2022

Page 1 of 3 Coach’s Initials



ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD COACH

1. Term and Termination. Coach's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, at any time. The University may, in its sole discretion, provide 30 days' notice when terminating this Agreement for any reason or no reason at all. This Agreement will automatically terminate at the end of the term identified in this Agreement ("Term"). If the parties do not execute a new agreement but Coach remains employed by the University at the end of the Term, all terms and conditions of this Agreement will continue to govern the parties' relationship.

Examples of when the University may terminate this Agreement, with or without advance notice, in its sole discretion, without owing any continuing obligation to pay Coach's salary or perform any other obligations under this Agreement, include, but are not limited to, the following circumstances:

- a. Coach fails to perform as agreed, Coach otherwise breaches this Agreement, or termination is otherwise appropriate pursuant to the terms of the Employee Handbook; or
- b. Appropriations or unencumbered funds adequate to pay the obligations herein created become unavailable for any reason.

Additionally, Coach's employment with the University shall be "at will" such that either party may terminate this Agreement, with or without cause, in its sole discretion, at any time.

2. Duties. Coach's duties are set forth in the job description (as maintained by the University's Office of Human Resources) associated with the position identified in this Agreement. Such job description is incorporated herein by this reference. Coach will be treated as an exempt employee for purposes of applicable wage and hour laws because Coach's duties primarily involve teaching proper skills development to student-athletes and instructing student-athletes on physical health, team concepts, and safety, and because Coach will have a great deal of independent discretion and judgment as to the manner and method of such teaching and instruction. Coach shall faithfully serve the University; perform the aforementioned duties; at all times devote his or her whole time, attention, and energies to his or her duties to the University; and do and perform all services, act, and things the Director of Athletics and the Associate Director of Athletics direct.

3. Camps and Clinics. *This section applies only if this Agreement states that Coach may operate camps and/or clinics as an additional benefit and incentive.* If this Agreement so states, Coach may operate camps and clinics associated with the sport identified in this Agreement ("Sport") for Coach's own benefit. Coach understands and agrees that, though such camps and clinics may occur on University property, the University does not own, operate, or conduct such camps and clinics, the University is not responsible for any liabilities or other matters associated with such camps and clinics, and the University will not compensate Coach for operating such camps and clinics. The fee for each camp enrollee shall be established by Coach, and the income derived from such camp shall belong solely to Coach. Coach's duties for the University do not include operating camps or clinics, but the University authorizes Coach to operate camps or clinics as outlined herein for Coach's own benefit as an additional benefit and incentive. Coach may use the University's names, logos and depictions in brochures and similar camp documentation. As it is the responsibility of the University to ensure compliance with NCAA rules, Coach will provide all camp records (e.g., rosters, applications, admissions information, bank statements, expense and payroll records, etc.) to the University upon request. If Coach operates a camp or clinic:

- a. Coach agrees to pay the University the amount (per enrollee or otherwise) set forth in this Agreement (if any such amount is set forth in this Agreement). Coach does not guarantee any number of enrollees.
- b. Coach agrees to secure commercial general liability insurance to cover its operation. Such insurance shall be in minimum liability limits of Three Hundred Thousand Dollars (\$300,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity.
- c. The University will provide facilities for such camp or clinic at no additional charge; however, University facilities provided for such camp or clinic shall be limited to those ordinarily used for the Sport, subject to such further limitations (if any) set forth in this Agreement.

d. If this Agreement sets forth rates for residence hall housing for camp enrollees, the University will provide residence hall housing for camp enrollees at such rates.

e. Coach will not alter the University's facilities, will be responsible for all damages to the University's facilities, and will comply with the University's policies and reasonable instructions with regard to camp or clinic activities occurring on or in the University's facilities.

4. Use of Automobile. *This section applies only if this Agreement states that Coach will have use of an automobile as an additional benefit and incentive.* If this Agreement so states, Coach shall be furnished with an automobile, pursuant to a lease agreement with the University, for Coach's business and personal use as long as the University and/or Foundation receives sufficient automobiles (via trade-out with automobile dealers in relation to memberships in The Bears Fund) to fulfill all of the University's commitments to provide automobiles to employees. If insufficient automobiles are available, the University has sole discretion to determine which employees will receive automobiles. The terms of the lease agreement shall control the use, maintenance, and insurance requirements applicable to such automobile; and Coach will be responsible for ensuring compliance with all such requirements. Without limitation to the foregoing, Coach understands and agrees that Coach (and not the University) is individually responsible for maintaining insurance for the automobile.

5. Employee Handbook and University Policies. Coach's employment shall be subject to and governed by the Employee Handbook for Administrative, Professional, and Support Staff Employees ("Employee Handbook") and all other applicable University policies, practices, and protocols. Coach understands and agrees that policies, practices, protocols, and Employee Handbook provisions may be adopted, revoked, and changed at any time with or without notice. Coach's employment is not subject to the Faculty Handbook, and Coach is not entitled to tenure or any other rights, privileges, or protections afforded to faculty. If a conflict exists between the terms/provisions of this Agreement and the Employee Handbook, the terms/provisions of this Agreement are controlling and supersede any conflicting terms/provisions in the Employee Handbook.

6. Professional and Moral Conduct Requirement. It is understood Coach is being employed by the University, by a member institution of the National Collegiate Athletic Association, for the purpose of administering, conducting and coaching intercollegiate athletics. Coach agrees he or she will diligently conduct himself or herself in such a manner that NCAA regulations and codes of conduct now existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

- a. Participating student-athletes shall deport themselves with honesty and sportsmanship at all times so that intercollegiate athletics as a whole, the institution, and they as individuals, shall represent the honor and dignity of fair play and the generally-recognized high standards associated with wholesome, competitive sports.
- b. Staff members of the University's Athletics Department shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletics talent or the negotiating of a contract. In this regard, any compensational arrangement between a professional sports organization and the University's staff member (e.g., for scouting other professional teams or assisting the professional employer in coaching his or her team) shall be considered *prima facie* evidence of an indirect arrangement to assure the staff member's assistance in evaluating or procuring college talent.
- c. Staff members of the University, or others serving on NCAA committees or acting as consultants, shall not, directly or by implication, use the NCAA's name or their affiliation with the NCAA in the endorsement of products or services.
- d. Staff members of the University's Athletics Department shall not knowingly participate, directly or indirectly, in the management, coaching, officiating, supervision, promotion or player selection or any all-star contest involving student-athletes which is not certified by the NCAA's Extra Events committee.
- e. Staff members of the University's Athletics Department shall not represent, directly or indirectly, a student-athlete in the marketing of athletics ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.

f. Coach is required to provide a written detailed account annually to the University President for all athletically related income and benefits from sources outside the institution. In addition, the approval of all athletically related income and benefits shall be consistent with the institution's policy related to outside income and benefits applicable to all full-time or part-time employees. Sources of such income shall include, but are not limited to, the following:

- Income from annuities;
- Sports camps;
- Housing benefits (including preferential housing arrangements);
- Country club memberships;
- Complimentary ticket sales;
- Television and radio programs; and
- Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

g. Coach further agrees that he or she may be suspended for a period of time, without pay, or that his or her employment may be terminated, notwithstanding any other provisions of this agreement, if he or she is found to be involved in deliberate and serious violations of any NCAA regulations.

7. Miscellaneous. The laws of the State of Missouri shall govern this Agreement. The parties agree that any lawsuit arising from any dispute or alleged breach of this Agreement shall be brought in the Circuit Court of Greene County, Missouri. This Agreement contains all terms and conditions agreed upon by the parties, and all prior agreements between the parties are void. This Agreement may be modified only by a written instrument executed by the parties hereto.

III.B.1.

RECOMMENDED ACTION – Approval of an Intergovernmental Agreement Regarding Law Enforcement Services with Missouri State University for Fiscal Year 2023.

The following resolution was moved by _____ and seconded by _____.

BE IT RESOLVED by the Board of Governors for Missouri State University that the University continue the Intergovernmental Agreement for Law Enforcement Services for Fiscal Year 2023 with the City of Springfield at a cost of \$946,927.25; and

BE IT FURTHER RESOLVED that the Intergovernmental Agreement will be effective from July 1, 2022 through June 30, 2023, and will continue on a month-to-month basis as needed; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the proposed Intergovernmental Agreement Regarding Law Enforcement Services be approved and that the President of the University or the Vice President for Administrative Services be authorized to sign said Agreement on behalf of the Board of Governors and perform those acts necessary to carry out and perform the terms of the agreement.

VOTE: AYE_____

NAY_____

COMMENTS:

The agreement with the City of Springfield provides for law enforcement services associated with the Springfield Police Department and the Missouri State University Springfield Police Substation. This annual contract represents a 7.66% increase from Fiscal Year 2022. This increase of \$67,382.37 covers an increase in salary and benefits for the 10 officers, an increase in fuel costs, and a decrease in maintenance costs.

The annual contract will be distributed between Missouri State University budget accounts as indicated below:

<u>Total Cost</u>	<u>E&G</u>	<u>Residence Life</u>
\$946,927.25	\$710,195.44	\$236,731.81

The University General Counsel has reviewed the agreement for legal sufficiency.

ROUTING	(1) ORIGINATING DEPARTMENT	(2) MISSOURI STATE UNIVERSITY	(3) FINANCE DEPARTMENT
ORDER	(4) LAW DEPARTMENT	(5) CITY MANAGER'S OFFICE	(6) CITY CLERK'S OFFICE
EFFECTIVE DATE JULY 1, 2022	TERMINATION DATE JUNE 30, 2023	CONTRACT NUMBER:	
() NEW CONTRACT		(X) RENEWAL OF CONTRACT No.	
CITY		BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY	
CITY OF SPRINGFIELD 840 BOONVILLE, PO Box 8368 SPRINGFIELD, MO 65802 PHONE (417) 836-7612 FAX (417) 836-4663 ATTN: SGT. JOSHUA LUDWIG DEPT: MISSOURI STATE UNIV. POLICE SUBSTATION		BOARD OF GOVERNORS MISSOURI STATE UNIVERSITY 901 SOUTH NATIONAL SPRINGFIELD, MO 65897 PHONE (417) 836-4590 FAX (417) 836-7669 ATTN: VICE PRESIDENT- ADMINISTRATIVE SERVICES	

**INTERGOVERNMENTAL AGREEMENT REGARDING
LAW ENFORCEMENT SERVICES**

THIS AGREEMENT, made and entered into this _____ day of _____, 2022, by the parties identified above.

WHEREAS, the City of Springfield, Missouri ("City"), a municipal corporation organized and operating under the Constitution and Laws of the State of Missouri and the Springfield City Charter, and the Board of Governors ("Board") of Missouri State University, a university organized and operating under the Constitution and Laws of the State of Missouri, are mutually desirous of revising, renewing, and extending the period of the preexisting intergovernmental agreement for providing police services within and around the immediate campus area of Missouri State University ("MSU"); and

WHEREAS, the City and the Board are resolved that an agreement providing for enhanced law enforcement services within and around the campus of MSU will be of mutual benefit to the parties to this agreement.

NOW, THEREFORE, IN CONSIDERATION OF THE TERMS AND CONDITIONS HEREIN STATED, THE CITY AND THE BOARD HEREBY ENTER INTO THE FOLLOWING AGREEMENT REGARDING LAW ENFORCEMENT SERVICES TO BE PROVIDED WITHIN AND AROUND THE CAMPUS OF MSU:

A. STAFFING OF THE POLICE SUBSTATION

1. The Board agrees to provide, at its expense, a facility deemed suitable by the City for a police substation, to be located on the MSU campus as defined in Section B.1. of this agreement.

2. The City agrees to staff the police substation located on the MSU campus as promised herein. The Springfield Police Department expressly reserves and retains the right to direct and supervise all police personnel assigned to the police substation at all times this agreement is in effect. If requested, the Board agrees to provide approximately 2 hours per week of clerical assistance for the substation operation. The City will provide personnel and equipment for the purpose of staffing the police substation in accordance with the following schedule:

a. The City agrees to staff the MSU substation with ten (10) full-time police officers. The minimum staffing of the MSU substation shall not fall below eight (8) full-time police officers, unless officers are reassigned pursuant to Section B, Paragraph 5 below. Those ten (10) police officers shall consist of: eight (8) police officers, one (1) police sergeant, and one (1) police corporal. In the event that the staffing is reduced to eight (8) full-time police officers, the officers shall consist of: seven (7) police officers, one (1) police sergeant or acting sergeant. The City agrees to provide 24-hour, 7-days per week police services on the campus. This will be accomplished through the assigned staff and the use of overtime. At the request of MSU, one (1) additional police officer may be added to bring the MSU substation to eleven (11) full-time police officers to reduce the overtime cost, provided sufficient notice is given to the Springfield Police Department to allow for the inclusion of the additional position into the recruit academy.

b. The division of costs for the ten (10) police officers provided to MSU under the terms of this agreement shall be that MSU fund 80% and the City fund 20% of the combined total of the salaries of the ten full-time officers assigned to the substation. The term "salaries" as used in this paragraph shall include: the officers' base salary and benefits. Should the parties agree in writing to increase the staffing of the substation to more than ten (10) officers, MSU shall be responsible for the entire salary of any additional officer assigned to the substation. If the staffing shall fall below ten (10) police officers pursuant to Section B, Paragraph 5 below for a period in excess of fourteen (14) days, MSU shall only be responsible for 80% of the total salaries of the remaining officers. (See Exhibit B attached hereto and incorporated herein by reference.)

c. Officers of the MSU substation who participate in special safety and enforcement projects agreed to between MSU safety and security staff and the Police MSU Substation Supervisor within and around the campus of MSU will be compensated at the guaranteed rate of time and one-half (money or compensatory time) for the actual time during which the officer is engaged in the performance of the special project. The cost of such compensation shall be reimbursed by the Board. Assignment of officers to such MSU special safety or enforcement projects is at the discretion of the Police MSU Substation Supervisor.

d. FISCAL YEARS SUBSEQUENT TO FY 13-14

(1) The parties may reassess the staffing needs for the police substation on an annual basis, or more frequently if either party deems it necessary to do so.

(2) The parties agree that the staffing levels designated in paragraph A.2.a will be continued for so long as this agreement is in effect, provided the staffing levels are not adjusted or revised in accordance with the terms and conditions of this agreement.

e. The City agrees to require all officers working on the MSU campus to attend MSU's Campus Security Authority training in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act). In addition, the City agrees to notify MSU of incidents being investigated by the SPD that pose an imminent or impending threat to the campus. The notification will be made in a timely manner that allows MSU to notify the campus community to take protective actions as required in the Clery Act.

3. The City agrees to designate one (1) substation officer to participate in the University's Behavioral Intervention Team (BIT) meeting, occurring weekly on Wednesdays at 10:00 a.m. in room 415 of Plaster Student Union, and as may be otherwise modified from time to time. Such dedicated officer shall liaison with the University's BIT at no additional cost to the University and consistent to the University's obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 et seq. ("FERPA").

B. LAW ENFORCEMENT SERVICES TO BE PROVIDED BY THE CITY

1. The parties agree and understand that the primary purpose of the police substation is to bring the police and the campus community together in a unified effort to: (1) enhance public safety, (2) prevent crime, and (3) to make this, as a neighborhood, a better place to live. The parties therefore commit to exercise their best efforts to cooperate and communicate regarding matters of obvious concern. Recognizing the University may have helpful information, both parties are committed to open communication and, as appropriate, exchange of information. Nothing in this paragraph should be construed to require the divulgence of confidential or privileged information. The objective will be to create positive interaction and to establish a partnership between police and the campus community as defined in this section in the process of problem identification and problem resolution. MSU authorizes City of Springfield to enforce City of Springfield ordinances as well as state law on the campus.

a. The MSU campus is identified and delineated in the map, Exhibit A, and incorporated herein by reference. The MSU campus is generally described as two adjoining sections with the first area bounded by one block east of National Avenue on the east; Loren Street on the south; Kimbrough Avenue to the west; and St. Louis Street on the north; with the second area bounded by Benton Avenue/Kimbrough Avenue on the east; Walnut Street on the south; Main Avenue on the west and Tampa Street on the north. In addition, it is agreed that SPD officers assigned to the MSU Police Substation will routinely patrol and provide police services to all other satellite facilities owned or leased by MSU within the corporate city limits of the city of Springfield.

b. In addition to the defined area just described, the term "in and around the MSU campus area" shall include the perimeter streets, and shall also include all recognized Greek fraternity and sorority houses, without regard to their location, whether inside or outside the defined area.

2. Springfield police officers assigned to the police substation will work flexible shifts in accordance with the calls for service and crime-problem identification demands, based upon a 40 hour work week for each officer assigned.
3. The Springfield Police Department will assign an extra officer to the substation when requested, on designated Friday and Saturday nights, such as at the beginning and end of the school year, as determined by the substation supervisor.
4. Springfield police officers assigned to the police substation will provide a visible police presence to the MSU campus area.
5. The Springfield Police Department will investigate all accidents involving MSU and Bearline vehicles within the City of Springfield or on MSU property when requested.
6. The parties expressly agree and stipulate that, notwithstanding any other provision of this agreement to the contrary, the Springfield Police Department reserves and retains the right to temporarily reassign police officers assigned to the police substation to other duties in the following situations:
 - a. Emergency situations. In cases of emergency, or extraordinary needs for service in other locations the Springfield Police Department reserves and retains the right to utilize those officers assigned to the MSU substation as needed, for the duration of the emergency, including below the minimum staffing noted in Section A.2.A, if needed.
 - b. Temporary reassignment. Temporary reassignment shall mean reassignment of any of the ten (10) police officer positions to another location other than the MSU substation on a full-time basis. In the event of reassignment, the City expressly agrees to restore the staffing of the police substation to the levels set out in Section A of this agreement as soon as possible in light of existing circumstances. Any temporary reassignment will adhere to the minimum staffing levels agreed to in Section A.2.A.
7. The parties agree and understand that police officers assigned to the police substation will on occasion be absent from their duties as a result of illness, vacation leave, personal leave, funeral leave, compensatory time, training time, court appearances, military leave, and other similar causes of absence. In such cases the existing workload will be assumed by other members of the police substation staff. In the event an absence of any officer assigned to the police substation exceeds fourteen (14) days, the City will review the staffing needs of the police substation and will assign such additional personnel as may be necessary to the effective functioning of the unit depending upon availability of personnel.
8. The parties agree and understand that assignment to the MSU Substation will not penalize assigned employees and will not in any way threaten employment rights, promotional opportunities, training opportunities, or fringe benefits.
9. The Chief of the Springfield Police Department and the MSU President, or their designees, shall be responsible for developing all necessary procedures for the coordination of services between the two agencies.
10. The substation will maintain records which are available to the President (or his designee) to include but not limited to:
 - a. Substation payroll records.
 - b. Time sheet and detailed billing information sufficient for invoice reconciliation.
 - c. Work schedule of substation officers.
 - d. Calls For Service data within the designated substation area as defined by this contract.
 - e. Appropriate crime statistic information sufficient for Federal Clery reporting.
 - f. Provide information consistent with legal restrictions from police reports.
 - g. Equipment purchase orders.
 - h. Data by city service center.

C. RESPONSIBILITIES OF THE BOARD OF GOVERNORS

1. The Board agrees to provide and maintain a facility mutually deemed suitable by the City and the Board for a police

substation, to be located in the MSU campus area as defined in Section B.1. of this agreement. The Board agrees to bear sole responsibility for the cost of operating and maintaining such facility for so long as this agreement is in effect.

2. The Board agrees to pay for services provided by the City in a total amount not to exceed Nine Hundred Forty-Six Thousand, Nine Hundred Twenty- Seven Dollars and Twenty-Five Cents (\$946,927.25) based on the cost projections set forth in Exhibit B and C attached hereto and incorporated herein by reference.

3. The Board agrees to pay the cost of the overtime, uniform allowance, equipment depreciation, transportation, software and training costs of all full-time officers assigned to the substation based on the cost projections set forth in the attached Exhibits B and C, attached hereto and incorporated herein by reference.

4. The City will bill the Board on a monthly basis for law enforcement services provided pursuant to this agreement. The Board shall remit to the city, money owed to the City under the terms of this agreement, on or before thirty (30) days after the date of the invoice, unless there is a dispute regarding the amount of the invoice in which case the parties agree to meet and discuss in good faith the invoice amount.

5. The Board agrees to provide an e-bicycle for each substation officer. The e-bicycle will meet the Springfield Police Department's specifications and will be replaced on a three-year cycle.

D. OTHER TERMS AND CONDITIONS

1. Conflicts. No salaried officer or employee of the City, and no member of the City Council or the Board shall have a financial interest, direct or indirect, in this contract. A violation of this provision renders the contract void.

2. Liability. The City hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions, including but not limited to all actions of its police officers undertaken on the MSU campus. The Board hereby agrees to assume responsibility for the liabilities imposed by law on its employees, agencies, and institutions. Nothing herein shall be construed to waive any sovereign, official or governmental immunity applicable to either party, its board or council members, officers or employees.

3. Notices. All notices required or permitted herein under and required to be in writing may be given by first class mail addressed to the Springfield City Manager, 840 Boonville, Springfield, Missouri 65802, and to the Board of Governors, Missouri State University, 901 South National, Springfield, Missouri 65897. The date of delivery of any notice shall be the date falling on the second full day after the date of its mailing.

4. Jurisdiction. This agreement and every question arising thereunder shall be construed and determined according to the laws of the State of Missouri. Should any part of this agreement be adjudicated, venue shall be proper only in the Circuit Court of Greene County, Missouri.

5. Termination of Agreement. Either party shall have the right to terminate this agreement upon giving written notice of intent to terminate to the other party at least 180 days prior to the date of termination.

6. Failure of Appropriations and Cancellation of Agreement. The parties mutually agree and understand that continuation of this agreement is subject to annual budget appropriations. Subject to the requirements of Section D.5., should the Springfield City Council or the Board fail to appropriate funds to continue staffing of the police substation, this agreement may be terminated by either party as of the last date upon which appropriated funds are available to either or both parties for continuation of staffing under the agreement.

7. Nondiscrimination. The parties agree not to discriminate on the basis of age, sex, religion, disability, race, national origin, ancestry, veteran status, sexual orientation, gender identity, or color, in employment, accommodation or provision of services in carrying out the terms and provisions of this agreement.

8. Term of the Agreement. Subject to all of the foregoing terms and conditions, the term of this Agreement shall be from July 1, 2022 through June 30, 2023. Thereafter, the parties may annually renew the Agreement for successive periods under such terms and conditions as may be agreed to at that time. Each addendum or renewal of the Agreement shall be in written form, executed by the Springfield City Manager and the President for MSU, on such terms and conditions as may be agreed to by the City Manager and the President for MSU. Should the term of this contract end without a renewal being timely enacted, parties shall continue to follow these contract terms on a month-to-month basis until such time a new contract can be executed or one of the parties terminates the contract pursuant to Paragraph D.5 above.

9. Compliance with all laws. The parties agree to abide and follow all federal, state, and local laws in performing the duties

set forth in this contract including, without limitation, Mo. Rev. Stat § 173.2050, which requires the parties to establish and follow certain policies and protocols regarding sexual assault, domestic violence, dating violence, and stalking involving Students and other members of MSU's campus community. Said policies and protocols are shown in Exhibit D, which is attached hereto and incorporated herein by reference.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the day and year herein stated.

APPROVED AS TO FORM

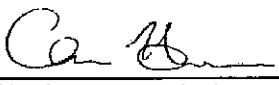
The Board of Governors of Missouri State University

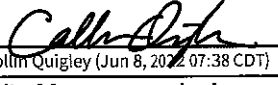
By: _____
Attorney for Board of Governors

By: _____
President of the University or designee

APPROVED AS TO FORM

The City of Springfield, Missouri

By: 
City Attorney or designee

By: 
Collin Quigley (Jun 8, 2022 07:38 CDT)
City Manager or designee

CERTIFICATE OF DIRECTOR OF FINANCE

I certify that the expenditure contemplated by this document is within the purpose of the appropriation to which it is to be charged and that there is an unencumbered balance of appropriated and available funds to pay therefor.

Jody Vernon
Jody Vernon (Jun 7, 2022 19:50 CDT)
Director of Finance or his designee

EXHIBIT A MSU CAMPUS MAP

884189.15.52

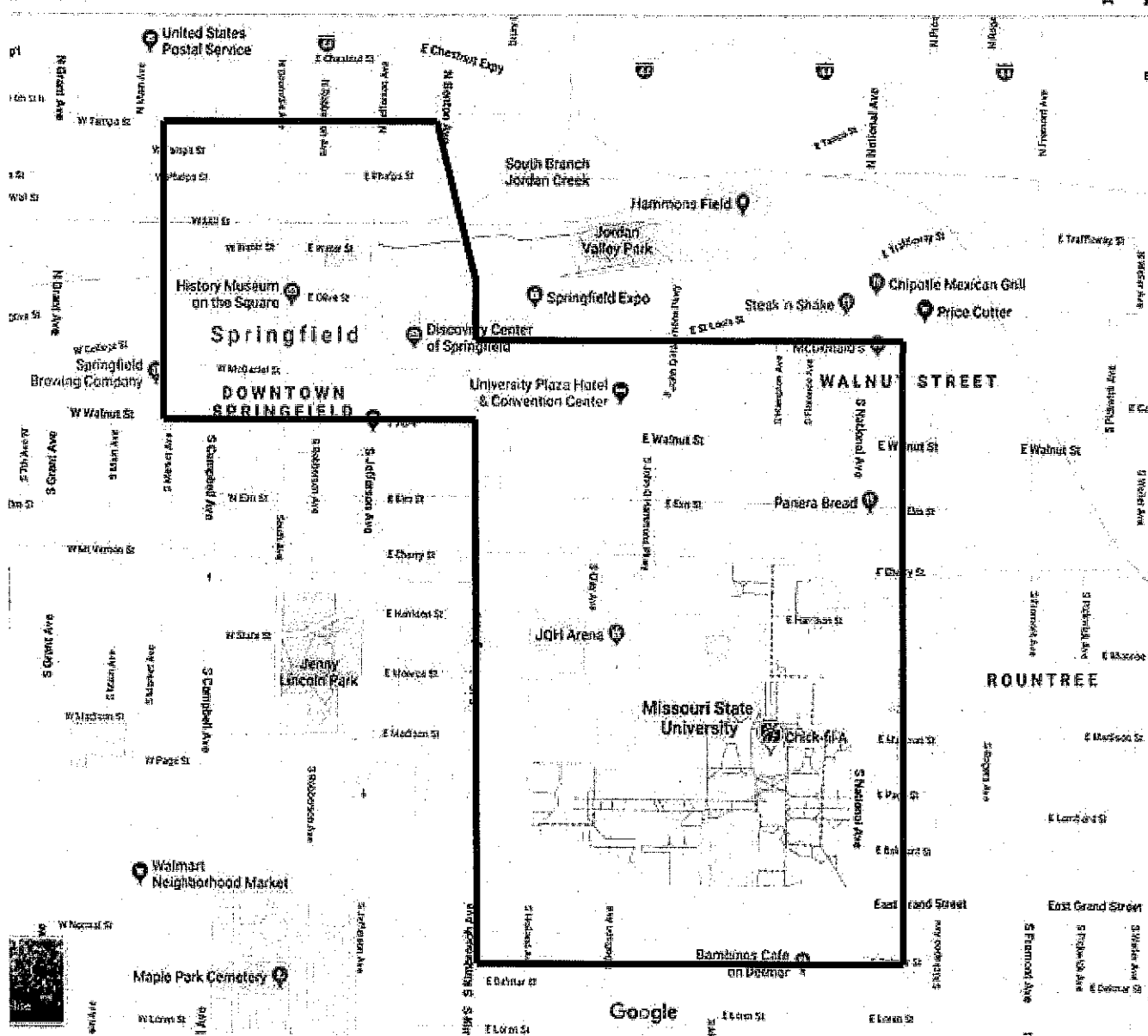


EXHIBIT B
Cost of MSU Substation Account
FY 2022-2023

	Totals
SALARIES / BENEFITS*	
Sergeant (1), Corporal (1), and Officers (8)	
MSU Cost – 80% of Total Cost _____	\$778,350.22
OVERTIME _____	\$106,553.00
Subtotal: _____	\$884,903.22
OVERHEAD:	
UNIFORM ALLOWANCE (10 Officers) _____	\$14,500.00
TRAINING COST _____	\$4,400.00
TRANSPORTATION AND SOFTWARE COST ** _____	\$43,124.03
Subtotal: _____	\$62,024.03
Total Contract Amount _____	\$946,927.25

* Salary information is calculated at actual officer's salaries and top step for vacant positions and includes longevity pay, education incentive, pension contribution, Medicare, workers' comp, etc.
Salaries and Benefits above is 80% of cost.

** (See Exhibit C)

EXHIBIT C
MSU Substation Transportation, Equipment and Software Cost
FY 2022-2023

Transportation

	2021	2017	2016	2013
	Ford Interceptor	Ford Explorer	Ford Explorer	Ford Explorer
Purchase cost	48,017.43	\$48,048	\$38,350.00	\$39,274.00
7 Year Depreciation	6,859.63	\$6,864.00	\$5,478.57	Fully Depreciated

Annual Depreciation for all three (3) vehicles	\$19,202.20
Fuel Cost **	\$5,804.47
Maintenance and Repair Cost **	\$6,233.91
Vehicle Subtotal	\$31,240.58

Equipment

Five (5) e-Bikes and Ten (10) Body Worn Cameras

	5 e-Bikes
Purchase Cost Per e-Bike	\$2,874.80
3 Year Depreciation	\$958.27
Annual Depreciation for (5) e-Bikes	\$4,791.35
Bicycle Subtotal	\$4,791.35

	10 Body Worn Cameras
Purchase Cost Per Camera	\$2,551.57
5 Year Depreciation	\$510.31
Annual Depreciation for (10) Body Worn Cameras	\$5,103.10
Body Worn Camera Subtotal	\$5,103.10

Software

Ten (10) Office 365 annual software license fees	\$198.90 each
Software Subtotal	\$1,989.00

Total Annual Transportation, Equipment and Software Cost \$43,124.03

* Cost of the vehicle with standard law enforcement, including mobile data terminal and emergency equipment. All equipment will be maintained in good working order.

**Figure based on actual and averages for FY22 (July 2021-June 2022). Figures from Fleet Administrator.

EXHIBIT D
Policies and Protocols Regarding
Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Consistent with the provisions of Title IX of the Education Amendments of 1972, 20 U.S.C.A. § 1681, *et seq.* ("Title IX"), and the Violence Against Women Act ("VAWA"), MSU will investigate all reports of sexual assault, domestic violence, dating violence and stalking that are brought to MSU's attention, regardless as to where the conduct is alleged to occur, which involve member(s) of the MSU campus community. (Note: Such reports will be investigated by MSU regardless as to where the conduct is alleged to have occurred, in that MSU is obligated to determine whether the alleged conduct occurred in the context of an educational program or activity, or has continuing effects on the MSU campus or in an off-campus educational program or activity.)

Consistent with the requirements of Title IX and VAWA, and the directives of the Department of Education's Office for Civil Rights ("OCR"), MSU will honor the wishes of a complainant/victim as to whether to notify the Springfield Police Department of an incident of alleged sexual assault, domestic violence, dating violence and or stalking. The reporting of any such offense will be the choice and the responsibility of the complainant/victim. Notwithstanding the foregoing, nothing in this Exhibit D shall be construed so as to preclude the Springfield Police Department from investigating any and all allegations of criminal activity – including allegations of sexual assault, domestic violence, dating violence, or stalking – that are reported to the Springfield Police Department or otherwise come to the attention of the Springfield Police Department.

Subject to its obligations under the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g; 34 CFR § 99 *et seq.* ("FERPA"), MSU will cooperate with the Springfield Police Department, in terms of any law enforcement investigation of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community, if authorized by the complainant/victim or pursuant to a lawfully issued search warrant, subpoena, or court order. The Springfield Police Department agrees to use best efforts to communicate with MSU regarding investigations or reports of sexual assault, domestic violence, dating violence and or stalking involving members of MSU's campus community, provided that such communication, in the reasonable estimation of the Springfield Police Department or the Greene County Prosecuting Attorney, will not jeopardize the integrity of an investigation, or subsequent prosecution, of sexual assault, domestic violence, dating violence and or stalking.

Depending on the facts and circumstances of an individual case, one or both parties may have jurisdiction to investigation incident of sexual assault, domestic violence, dating violence and or stalking involving members of the MSU campus community. The term jurisdiction, as used herein, means that MSU shall have jurisdiction to conduct investigations consistent with its Title IX/VAWA obligations and its educational interests, whereas SPD shall have jurisdiction to conduct investigations from a law enforcement/criminal perspective. Both parties understand and agree that such investigations are independent and may happen simultaneously, and agree to provide one another with as much courtesy and communication as may be possible, given the facts and circumstances of the individual case.

The parties acknowledge and agree that this Exhibit D is intended fully conform to the requirements of Mo. Rev. Stats. § 173.2050. The parties further acknowledge that, pursuant to Mo. Rev. Stat. § 173.2050.3, the Missouri Department of Public Safety has been charged with promulgating rules and regulations by August 28, 2016, to facilitate the implementation of the requirements of Mo. Rev. Stat. § 173.2050. Thus, the parties agree to evaluate any and all such promulgating rules and regulations, and to work together in good faith to modify their collaborative practices and, as necessary, this Exhibit D, to ensure continued legal compliance.

III.C.1.

MISSOURI STATE UNIVERSITY

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>
Michael Bird	Department Head Professor with Tenure Kinesiology	\$121,000 annually	08/01/22
Hirosha Geekiyanage	Assistant Professor Biomedical Sciences	\$58,000 annually	08/15/22
Bonnie Slavych	Assistant Professor Communication Sciences & Disorders	\$63,500 annually	08/15/22

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Kati Morgan	Clinical Assistant Professor Nurse Anesthesia	\$160,000 annually	07/01/22 06/30/23

(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>
Jacynda Ammons	Instructor History	05/20/22
Megan Boyle	Associate Professor Counseling, Leadership & Special Ed.	05/20/22
Jahaan Chandler	Instructor Sociology & Anthropology	05/20/22

Daniel Garten	Instructor Kinesiology	05/20/22
Sascha Mowrey	Assistant Professor Childhood Ed & Family Studies	05/20/22
Stephanie Nikbakht	Assistant Professor School of Nursing	05/20/22
Julia Novakowski	Assistant Professor Reading, Foundations & Technology	05/20/22
Ronald Snarr	Assistant Professor Kinesiology	05/20/22
Jo Lynne Stalnaker	Instructor Information Technology & Cybersecurity	05/20/22
John Zastoupil	Associate Professor Music (12-month appointment)	07/31/22

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Ruth Barnes	Professor Theatre & Dance	05/20/22
Carmen Boyd	Assistant Professor Biomedical Sciences	05/20/22
Deana Butcher	Instructor Communication	05/20/22
Paula Kemp	Distinguished Professor Mathematics	05/20/22
Mark Paxton	Associate Professor Media, Journalism & Film	05/20/22
Chih-Cheng Chang	Professor Finance & General Business	12/17/22

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Joshua Ellis	Instructor Computer Science	05/20/22
Mark Grimes	Instructor English	05/20/22
Samuel Oram	Artist-in-Residence Music	05/20/22

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Julia Combs	Professor Music	08/15/22 12/16/22
Brian Ott	Professor Communication	08/15/22 12/16/22
Mary Jane Pardue	Professor Media, Journalism & Film	08/15/22 12/16/22

SABBATICALS:

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

Richard Amberg	Associate Professor, Media, Journalism & Film Fall 2022 Work on three film projects.
Deidre Argyle	Associate Professor, Art & Design Spring 2023 Mixed-Media Installation & Sculpture Series.
Heidi Backes	Associate Professor, Modern & Classical Languages Fall 2022 Finish the first draft of monograph Spectral Spain: Haunted Spaces, Traumatic Memories, & Present Absences in Post-Franco Gothic Fiction.

LeAnn Brazeal	Associate Professor, Communication Fall 2022 Work on a book manuscript exploring theoretical extensions of image repair theory in public relations research.
Jeffrey Cornelius-White	Distinguished Professor, Counseling, Leadership & Special Education Fall 2022 Complete research projects on person-centered approach to counseling & education, anti-transgender prejudice, or equine-assisted psychotherapy.
David Hays	Professor, Music Fall 2022 Study baroque violin with Ariadne Daskalakis in Germany to be able to apply historically informed style to teaching chamber music and chamber orchestra.
Holly Holladay	Associate Professor, Media, Journalism & Film Spring 2023 Project editing collection of essays titled <i>Television Comedy and Cultural Crisis</i> .
Mitzi Kirkland-Ives	Professor, Art & Design Fall 2022 Completion of book typescript "Memling & the Merchants"
Sean Lyman	Professor, Art & Design Fall 2022 Topic: Laser Cutter & Hand Drawn
Carol Maples	Professor, Theatre & Dance Spring 2023 Author a book titled <i>Giving Voice: A Guidebook to Using the Power of Theatre To Address Diversity Issues and Reduce Microaggressions</i> .
Matthew McKay	Associate Professor, Geography, Geology & Planning Academic Year 2022/2023 Creation of virtual reality content for use in geoscience.
Kevin Mickus	Distinguished Professor, Geography, Geology & Planning Academic Year 2022/2023 Analysis of gravity and magnetic data in Yellowstone National Park.

Carol Miller	Distinguished Professor, Finance & General Business Fall 2022 Protecting “Critical Habitat” for an Endangered Species through Evolving Regulations.
Sarah Nixon	Professor, Reading, Foundations & Technology Fall 2022 Qualitative study to explore various ways to teach discipline-appropriate literacy practices in an online format to middle-level and secondary preservice educators.
Tayo Obafemi-Ajayi	Associate Professor Calendar Year 2023 Integrating artificial intelligence techniques for analysis of neuroimaging multi-omics, & clinical data in automated machine learning of Alzheimer’s disease.
James Parsons	Distinguished Professor, Music Fall 2022 First draft of book “Philosophical Beethoven”.
Robert Pavlowsky	Distinguished Professor, Geography, Geology & Planning Spring 2023 Geographic Perspectives on Sustainability in the Ozarks and Jamaica.
Kishor Shah	Professor, Mathematics Academic Year 2022/2023 Prereducations and Reductions
Ralph Shain	Associate Professor, Philosophy Fall 2022 Explore two topics in Koselleks’s thought on “Total History” and on “The political Meaning of the Enlightenment.”
John Strong	Professor, Religious Studies Academic Year 2022/2023 Prepare a manuscript on the image of God as it appears in the biblical books of Genesis through Numbers.

Yingcal Su	Professor, Mathematics Fall 2022 Compositional Data Analysis, Max-Stable Distribution, & Estimation of Bivariate Probability Distribution.
Gwen Walstrand	Professor, Art & Design Spring 2023 Glimpses from a fleeting world; a photographic exploration of our much diminished forested lands and the likely victims/activists inheriting the results of deforestation and climate change.
Cameron Wickham	Professor, Mathematics Fall 2022 Representing functions on finite rings as polynomials obtained by composing with a fixed monic polynomial.

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Mary Newman	From: Associate Professor Psychology To: Faculty Emeritus Psychology	Status Change	02/01/22
Carmen Boyd	From: Assistant Professor Biomedical Sciences To: Faculty Emeritus Biomedical Sciences	Status Change	06/01/22
Mark Paxton	From: Associate Professor Media, Journalism & Film To: Faculty Emeritus Media, Journalism & Film	Status Change	06/01/22
Natalie Allen	From: Clinical Assistant Professor Biomedical Sciences To: Clinical Assistant Professor Public Health & Sports Medicine	Department Change	07/01/22

Stephen Berkwitz	Department Head Professor Religious Studies	Reappointment	07/01/22
Sylvia Feeney	Director School of Anesthesia Associate Professor School of Nursing (12-month appointment)	Reappointment	07/01/22
Anne Marie Hunter	From: Associate Professor Biomedical Sciences To: Associate Professor Public Health & Sports Medicine	Department Change	07/01/22
Alana Mantie-Kozlowski	From: Interim Department Head Professor Communication Sciences & Disorders \$79,173 annually (\$3,311 monthly supplemental) To: Department Head Professor Communication Sciences & Disorders \$114,423 annually (12-month appointment)	Status Change & Salary Adjustment	07/01/22
Sarah Murray	From: Senior Instructor Biomedical Sciences To: Senior Instructor Public Health & Sports Medicine	Department Change	07/01/22
Daniela Novotny	From: Senior Instructor Biomedical Sciences To: Senior Instructor Public Health & Sports Medicine	Department Change	07/01/22

Deborah Piland	From: Assistant Professor Biomedical Sciences To: Assistant Professor Public Health & Sports Medicine	Department Change	07/01/22
Hillary Roberts	From: Assistant Professor Biomedical Sciences To: Assistant Professor Public Health & Sports Medicine	Department Change	07/01/22
Joshua Smith	From: Professor Biomedical Sciences \$75,647 annually (9-month appointment) To: Interim Department Head Professor Biomedical Sciences \$92,457 annually (12-month appointment) (\$1,654 monthly supplemental)	Status Change	07/01/22
Stephen Spates	From: Assistant Professor Communication \$55,311 annually To: Interim Department Head Assistant Professor Communication \$55,311 annually (\$2,500 monthly supplemental)	Status Change	07/01/22
Ruth Barnes	From: Professor Theatre & Dance To: Faculty Emeritus Theatre & Dance	Status Change	08/01/22
Sylvia Carr	From: Instructor Mathematics To: Faculty Emeritus Mathematics	Status Change	08/01/22

Rich Garrad	From: Professor Biomedical Sciences To: Faculty Emeritus Biomedical Sciences	Status Change	08/01/22
Martin Jones	From: Associate Professor Technology & Construction Management To: Faculty Emeritus Technology & Construction Management	Status Change	08/01/22
Paula Kemp	From: Distinguished Professor Mathematics To: Faculty Emeritus Mathematics	Status Change	08/01/22
Diane Leamy	From: Senior Instructor Criminology & Criminal Justice To: Faculty Emeritus Criminology & Criminal Justice	Status Change	08/01/22
Brian Ott	From: Department Head Professor Communication \$121,128 annually (12-month appointment) To: Professor Communication \$105,000 annually (9-month appointment)	Status Change	08/01/22
Colette Witkowski	From: Department Head Professor Biomedical Sciences \$116,934 annually (12-month appointment) To: Professor Biomedical Sciences \$91,235 annually (9-month appointment)	Status Change	08/01/22

Amy Knowles	From: Student Teacher Supervisor English GR 42, \$40,329 annually (Staff position)	Status Change	08/15/22
	To: Clinical Assistant Professor English \$51,000 annually (Faculty appointment)		
Chih-Cheng Chang	From: Professor Finance & General Business	Status Change	02/01/23
	To: Faculty Emeritus Finance & General Business		

REAPPOINTMENTS:

Non-tenured, unranked faculty, effective August 15, 2022 through May 19, 2023, unless otherwise noted.

COLLEGE OF AGRICULTURE

Department of Agriculture Business

Nichole Busdieker-Jesse

Katelyn McCoy

Natalie Mook

Instructor

Instructor

(07/01/22 – 06/30/23)

Instructor

(07/01/22 – 06/30/23)

Department of Animal Science

William Boyer

Instructor

(07/01/22 – 06/30/23)

Department of Environmental Plant Science & Natural Resources

Jennifer Morganthaler

Clinical Instructor

(07/01/22 – 06/30/23)

Maciej Pszczolkowski

Research Professor

(07/01/22 – 06/30/23)

Wen-Ping Qiu

Research Professor

Steven Schneider

Instructor

(07/01/22 – 06/30/23)

Karl Wilker

Research Professor

(07/01/22 – 06/30/23)

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Balazs Faa	Artist-in-Residence
Megan Frauenhoffer	Instructor
Andy Goodwin	Artist-in-Residence
Aleksandra Wicierzewska	Artist-in-Residence

Department of Communication

Deana Butcher	Instructor
Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Jason Howard	Instructor
Jerri Lynn Kyle	Senior Instructor
Taleyna Morris	Senior Instructor
Heather Walters	Senior Instructor

Department of English

Sara Burge	Senior Instructor
Mara Cohen Ioannides	Senior Instructor
Joel Coltharp	Instructor
Tracy Dalton	Senior Instructor
Sean Herring	Practitioner-in-Residence
Lori Rogers	Senior Instructor
Judy Tarbox	Instructor
John Turner	Senior Instructor

Department of Media, Journalism & Film

Jack Dimond	Senior Instructor
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Department of Modern & Classical Languages

Kristin Harper	Instructor
Melanie Kleeschulte	Instructor
Luis Lombilla	Senior Instructor
Jeff Loughary	Instructor
Weirong Schaefer	Senior Instructor
Maria Sepulveda	Instructor
Corinne Shirley	Senior Instructor

Department of Music

Kyle Aho

Instructor

Martin Morrison

Instructor

Vicky Scott

Instructor

COLLEGE OF BUSINESS

School of Accountancy

Samuel Bass

Instructor

Kyle Goodin

Instructor

Kristen Thornton

Instructor

Department of Finance & General Business

Jana Ault-Phillips

Clinical Assistant Professor

Russell Meek

Senior Instructor

Sandy Meyers

Clinical Assistant Professor

Department of Information Technology & Cybersecurity

Richard Burton

Instructor

Todd Daniel

Instructor

Radhika Kaula

Senior Instructor

Jennifer Lowenthal-Hershey

Instructor

Raju Mainali

Instructor

Patrick Sells

Instructor

Jason Speer

Instructor

Cathryn Van Landuyt

Senior Instructor

Department of Management

Michael Albritton

Senior Instructor

Jessica Burkland

Instructor

Dana Frederick

Senior Instructor

Michael Merrigan

Clinical Associate Professor

Department of Marketing

David Hammons

Senior Instructor

Courtney Pham

Senior Instructor

Carly Pierson

Senior Instructor

Department of Technology & Construction Management

Nancy Asay	Senior Instructor
David Joswick	Senior Instructor
Marciann Patton	Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Rhonda Bishop	Clinical Assistant Professor
Amber Howard	Clinical Instructor
Robin Koerber	Clinical Instructor
Debra Price	Instructor
Kimberly Roam	Clinical Assistant Professor
Melissa Schotthofer	Clinical Assistant Professor
Sara Tipton	Clinical Assistant Professor
V. Jane Ward	Instructor
Gina Wood	Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Amelia Chenoweth	Senior Instructor
Michael Goeringer	Clinical Assistant Professor
Nate Quinn	Senior Instructor
Shari Scott	Senior Instructor

Department of Reading, Foundations & Technology

Annice McLean	Senior Instructor
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MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Caitlin Masterson	Visiting Assistant Professor
Jessica Willis	Instructor
	(07/01/22 – 06/30/23)

School of Anesthesia

James Keaton	Clinical Assistant Professor
	(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Rebecca Allen

Instructor
(07/01/22 – 06/30/23)

Jaime Gnau

Clinical Instructor
(07/01/22 – 06/30/23)

Nicole Gorley

Instructor

Anna McWoods

Instructor

Joseph Williams

Senior Instructor

Department of Communication Sciences & Disorders

Sarah Barber

Clinical Associate Professor
(07/01/22 – 06/30/23)

Edith Bobbitt-Boyce

Clinical Associate Professor
(07/01/22 – 06/30/23)

Deborah Cron

Clinical Professor
(07/01/22 – 06/30/23)

Kimberly Ireland

Clinical Assistant Professor
(07/01/22 – 06/30/23)

Lauren Jones

Clinical Assistant Professor
(07/01/22 – 06/30/23)

Sarah Jones

Clinical Assistant Professor
(07/01/22 – 06/30/23)

Jennifer Pratt

Clinical Associate Professor
(07/01/22 – 06/30/23)

Diderika Telting

Clinical Associate Professor

Department of Kinesiology

Amy Blansit

Senior Instructor

Emery Bryant

Instructor

Zach Burt

Instructor

Daniel Garten

Instructor

Kirsten Hatz

Senior Instructor

School of Nursing

Kathryn Adams

Clinical Assistant Professor

Allison Alaimo

Clinical Assistant Professor

Shelley Carter

Clinical Assistant Professor

Karla Conner

Clinical Assistant Professor

Alyssa Dieterich

Clinical Assistant Professor

Ronda Entlicher-Stewart

Clinical Assistant Professor

Alisha Jones
Emily Nemeth
Kathryn Patterson

Ami Rohr
Maria Shade
Ashley Simpson

Alisha Tuttle
Tammy Yoes

Department of Occupational Therapy

Tara Boehne

Traci Garrison

Jennifer Yates

Clinical Associate Professor
Clinical Assistant Professor
Clinical Associate Professor
(07/01/22 – 06/30/23)
Clinical Assistant Professor
Clinical Assistant Professor
Clinical Assistant Professor
(07/01/22 – 06/30/23)
Clinical Assistant Professor
Clinical Assistant Professor

Clinical Associate Professor
(07/01/22 – 06/30/23)
Clinical Associate Professor)
(07/01/22 – 06/30/23)
Clinical Assistant Professor
07/01/22 – 06/30/23)

Department of Physical Therapy

Kimberly Ennis

Clinical Assistant Professor

Department of Physician Assistant Studies

Kimberly Cook

Clinical Associate Professor
(07/01/22 – 06/30/23)

Department of Psychology

Hannah Harris

Tanya Whipple

Instructor
(07/01/22 – 06/30/23)
Senior Instructor

Department of Public Health & Sports Medicine

Natalie Allen
Sarah Bowman
Allan Liggett

Sarah Murray
Daniela Novotny
Tara Stulce

Clinical Assistant Professor
Clinical Instructor
Clinical Associate Professor
(07/01/22 – 06/30/23)
Senior Instructor
Senior Instructor
Clinical Instructor

School of Social Work

Salina Bollinger	Clinical Instructor
Natalie Curry	Clinical Assistant Professor
Kelly Dudley	Clinical Instructor
Tiffany Havlin	Clinical Assistant Professor
Wendy Jackson	Clinical Instructor
Lisa Langston	Clinical Instructor
Regina Russell	Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Paula Rector	Senior Instructor
Caryn Saxon	Senior Instructor
Ivy Yarckow-Brown	Senior Instructor

Department of Economics

Julie Gallaway	Senior Instructor
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Department of History

Jacynda Ammons	Instructor
Bryan Brinkman	Instructor

Department of Philosophy

Michael Boyle	Senior Instructor
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Department of Political Science

Nick Beatty	Instructor
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Department of Religious Studies

Amy Artman	Instructor
Micki Pulleyking	Senior Instructor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

L. Michelle Bowe	Senior Instructor
Tara Herring	Senior Instructor
Tina Hopper	Senior Instructor

Angela Plank

Senior Instructor
(07/01/22 – 06/30/23)

Melissa Schoeben

Instructor

Charles Stephen

Visiting Assistant Professor

Department of Chemistry & Biochemistry

Brian High

Senior Instructor

Helena Metzker

Senior Instructor

Department of Computer Science

Hazim Shatnawi

Visiting Assistant Professor

Department of Cooperative Engineering Program

Stephanie Thomas

Instructor

Department of Geography, Geology & Planning

Melanie Carden-Jessen

Instructor

Department of Hospitality Leadership

Matthew Bekebrede

Instructor

Wajeana White

Instructor

Department of Mathematics

Joann Barnett

Instructor

Patti Blanton

Senior Instructor

Roger Bunn

Instructor

Oana Nelson

Instructor

Carolyn Shand-Hawkins

Instructor

Donna Sherrill

Senior Instructor

Gary Stafford

Senior Instructor

Linda Sun

Instructor

Kimberly Van Ornum

Senior Instructor

Fan Zhou

Instructor

Department of Physics, Astronomy & Materials Science

Bradley Mills

Instructor

GRANTED TENURE:

(Effective August 15, 2022, unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

Lacy Sukovaty

Associate Professor

Department of Environmental Plant Science & Natural Resources

William McClain

Associate Professor

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Fatih Benzer

Associate Professor

Department of Communication

Carrisa Hoelscher

Associate Professor

Stephen Spates

Associate Professor

Department of English

Jonathan Newman

Associate Professor

Alan Tinkler

Associate Professor

Department of Modern & Classical Languages

Luciane Maimone

Associate Professor

Department of Theatre & Dance

Sarah Wilcoxon

Associate Professor

COLLEGE OF BUSINESS

Department of Management

Benjamin Goss

Associate Professor

Department of Marketing

Joshua Coleman

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Tammi Davis

Associate Professor

Department of Counseling, Leadership & Special Education

Kennedy Ongaga

Associate Professor

Nicole West

Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jeanie Skibiski

Associate Professor
(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Amy Hulme

Associate Professor

Department of Kinesiology

Junyoung Kim

Associate Professor

Bernard Kitheka

Associate Professor

Department of Physical Therapy

Marcia Himes

Associate Professor
(07/01/22 – 06/30/23)

Jason Shaw

Associate Professor
(07/01/22 – 06/30/23)

Department of Physician Assistant Studies

Shannon Hauschildt

Associate Professor
(07/01/22 – 06/30/23)

Department of Psychology

Jordan Belisle

Associate Professor

School of Social Work

Qiang Chen

Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Economics

Timothy Flannery Associate Professor

Department of History

Djene Bajalan Associate Professor

Julia Troche Associate Professor

Department of Political Science

Sara Henary Associate Professor

Department of Religious Studies

Phillippa Koch Associate Professor

Department of Sociology & Anthropology

Alicia Walker Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Debra Finn Associate Professor

Christopher Lupfer Associate Professor

PROMOTIONS:

Change of academic rank (new rank indicated)

Effective August 15, 2022 unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

Lacy Sukovaty Associate Professor

Department of Environmental Plant Science & Natural Resources

William McClain Associate Professor

REYNOLDS COLLEGE OF ARTS & LETTERS

Department of Art & Design

Fatih Benzer	Associate Professor
--------------	---------------------

Department of Communication

Carrisa Hoelscher	Associate Professor
Jason Howard	Senior Instructor
Stephen Spates	Associate Professor

Department of English

Michael Czyzniewski	Professor
Jonathan Newman	Associate Professor

Department of Modern & Classical Languages

Luciane Maimone	Associate Professor
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Department of Music

Kyle Aho	Senior Instructor
Cameron LeBarr	Professor
James Parsons	Distinguished Professor
Vicky Scott	Senior Instructor

Department of Theatre & Dance

Sarah Wilcoxon	Associate Professor
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COLLEGE OF BUSINESS

Department of Finance & General Business

Puneet Prakash	Professor
----------------	-----------

Department of Information Technology & Cybersecurity

Radhika Kaula	Senior Instructor
Jo Lynne Stalnaker	Senior Instructor

Department of Management

Benjamin Goss	Associate Professor
Phillip Rothschild	Professor

Department of Marketing

Joshua Coleman	Associate Professor
----------------	---------------------

David Hammons
Carly Pierson

Senior Instructor
Senior Instructor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Rhonda Bishop
Tammi Davis
Robin Koerber
Diana Piccolo
Melissa Schotthofer
Sara Tipton

Clinical Assistant Professor
Associate Professor
Clinical Assistant Professor
Professor
Clinical Assistant Professor
Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Jeffrey Cornelius-White
Kennedy Ongaga
Nicole West

Distinguished Professor
Associate Professor
Associate Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

School of Anesthesia

Jeanie Skibiski

Associate Professor
(07/01/22 – 06/30/23)

Department of Biomedical Sciences

Amy Hulme
Jianjie Wang

Associate Professor
Professor

Department of Communication Sciences & Disorders

Lauren Jones

Clinical Associate Professor
(07/01/22 – 06/30/23)

Sarah Jones

Clinical Associate Professor
(07/01/22 – 06/30/23)

Department of Kinesiology

Zach Burt
Junyoung Kim
Bernard Kitheka

Senior Instructor
Associate Professor
Associate Professor

School of Nursing

Kathryn Adams
Alisha Jones

Clinical Associate Professor
Clinical Associate Professor

Department of Occupational Therapy

Traci Garrison

Clinical Associate Professor

Department of Physical Therapy

Marcia Himes

Associate Professor
(07/01/22 – 06/30/23)

Jason Shaw

Associate Professor
(07/01/22 – 06/30/23)

Department of Physician Assistant Studies

Shannon Hauschildt

Associate Professor
(07/01/22 – 06/30/23)

Department of Psychology

Jordan Belisle

Associate Professor

School of Social Work

Qiang Chen

Associate Professor

Natalie Curry

Clinical Associate Professor

Tiffany Havlin

Clinical Associate Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Economics

Timothy Flannery

Associate Professor

Department of History

Djene Bajalan

Associate Professor

Julia Troche

Associate Professor

Department of Political Science

Sara Henary

Associate Professor

Department of Religious Studies

Phillippa Koch

Associate Professor

Department of Sociology & Anthropology

Jason Shepard

Senior Instructor

Alicia Walker

Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Debra Finn

Associate Professor

Tara Herring

Senior Instructor

Christopher Lupfer

Associate Professor

Department of Mathematics

JoAnn Barnett

Senior Instructor

Vote: _____ Yea

_____ Nay

COMMENTS:

Michael Bird, Department Head, Professor with Tenure, Kinesiology

Ph.D. University of North Carolina
M.S. Purdue University
B.A. Purdue University

Experience: 2018 – Present, Professor, Truman State University, Kirksville, Missouri; 2016 – Present, Adjunct Associate Professor, A. T. Still University, Kirksville, Missouri; 2007 – Present, Researcher & Consultant, A.T. Still Research Institute, Kirksville, Missouri; 2000 – 2008, Associate Professor, Truman State University, Kirksville, Missouri; 1995 – 2000, Assistant Professor, Truman State University, Kirksville, Missouri.

Hirosha Geekiyanage, Assistant Professor, Biomedical Sciences

Ph.D. Michigan State University, 2012
B.S. Staffordshire University, 2006
B.S. University of Colombo, 2005

Experience: 2021 – Present, Senior Scientist, Sai Life Sciences, Cambridge, Massachusetts; 2016 – 2021, Post-doctoral Research Associate, University of Massachusetts, Worcester, Massachusetts; 2012 – 2016, Post-doctoral Research Fellow, Mayo Clinic, Rochester, Minnesota; 2006 – 2012, Graduate training, Michigan State University, East Lansing, Michigan; 2005, Internship, University of Colombo, Sri Lanka.

Bonnie Slavych, Assistant Professor, Communication Sciences & Disorders

Ph.D. University of Arkansas, 2017
M.S. University of Arkansas, 2011
B.F.A. University of North Dakota, 2005

Experience: 2018 – Present, Assistant Professor, University of Central Missouri, Warrensburg, Missouri; 2019 – Present, Contributing Faculty, University of St. Augustine, St. Augustine, Florida; 2021, Adjunct Faculty, University of Virginia, Charlottesville, Virginia.

ADDENDUM A

The following have been appointed as Per Course Faculty for the spring semester: January 18, 2022 through May 20, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Keller, Ted	Geography Geology & Planning	\$4,275.00
Morgan, Rachel	English	\$2,448.00
Simino, Megan	Childhood Ed & Family Studies	\$2,445.00

ADDENDUM B

The following have been appointed as Summer Faculty for the summer semester: June 13, 2022 through August 5, 2022

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Kathy	School of Nursing	\$10,506.00
Adamson, Reesha	Counseling Leadership & Special Ed	\$10,191.00
Agnew, William	Counseling Leadership & Special Ed	\$6,000.00
Aigner, Brandon	Reading Foundations & Tech	\$4,295.00
Atkinson, Jamie	Reading Foundations & Tech	\$8,933.00
Baker, Allison	Comm Sciences & Disorders	\$2,445.00
Barnett, Joann	Childhood Ed & Family Studies	\$3,129.00
Bauman, Isabelle	Communication	\$7,552.00
Baumlin, James	English	\$14,977.00
Behrend, Bonni	Counseling Leadership & Special Ed	\$8,590.00
Bell, Angela	English	\$1,687.00
Benzer, Fatih	Art & Design	\$3,000.00
Berquist, Charlene	Communication	\$6,839.00
Bishop, Rhonda	Reading Foundations & Tech	\$3,433.00
Blansit, Amy	Kinesiology	\$299.00
Bosch, Eric	Chemistry	\$7,998.00
Brown, Michelle	Reading Foundations & Tech	\$2,445.00
Brown, O. Gilbert	Counseling Leadership & Special Ed	\$6,000.00
Brunner, Judy	Reading Foundations & Tech	\$5,490.00
Bryant, Emery	Kinesiology	\$6,459.00
Buening, Caitlin	Physical Therapy	\$915.00
Burge, Sara	English	\$3,381.00
Burton, Michael	College of Agriculture	\$5,969.00
Busch, Katherine	College of Arts & Letters	\$2,448.00
Busdieker-Jesse, Nichole	College of Agriculture	\$10,654.00
Cafagna, Marcus	English	\$9,795.00
Cagle, Leah	Occupational Therapy	\$2,500.00
Carden-Jessen, Melanie	Geography Geology & Planning	\$1,200.00
Cardin, Ashlea	Occupational Therapy	\$2,269.00
Carter, Shelley	School of Nursing	\$5,292.00
Cemore-Brigden, Joanna	Childhood Ed & Family Studies	\$10,136.00
Chandler, Jahaan	Sociology & Anthropology	\$3,000.00
Chang, Ching-Wen	Reading Foundations & Tech	\$11,187.00
Correll, Pamela	Reading Foundations & Tech	\$8,933.00
Cox, Mikel	Public Health & Sports Medicine	\$800.00

Cox, Nora	Communication	\$3,411.00
Cranston, Chelsea	Comm Sciences & Disorders	\$2,445.00
Cupka Head, Susan	School of Social Work	\$2,445.00
Curran, Tyler	Media Journalism & Film	\$2,754.00
Czyzniejewski, Michael	English	\$9,530.00
Dalton, Tracy	English	\$6,993.00
Daugherty, Timothy	Psychology	\$1,000.00
Davis, Tammi	Childhood Ed & Family Studies	\$4,466.00
Derossett, Regan	Music	\$2,145.00
Dicke, Crystal	Library Administration	\$4,251.00
Dillon, Randy	Communication	\$6,763.00
Drake, Nancy	Physical Therapy	\$915.00
Dudash-Buskirk, Elizabeth	Communication	\$4,980.00
Dunn, Amy	Reading Foundations & Tech	\$6,090.00
Durham, Paul	Ctr for Biomedical & Life Sciences	\$49,235.00
Echols, Leslie	Psychology	\$7,376.00
English, Catherine	English	\$4,870.00
Ennis, Kimberly	Physical Therapy	\$4,800.00
Farha, Nicholas	Reading Foundations & Tech	\$3,600.00
Finch, Kim	Counseling Leadership & Special Ed	\$10,170.00
Frauenhoffer, Megan	Art & Design	\$4,400.00
Freeman, Shawn	Psychology	\$2,745.00
Garrison, Traci	Occupational Therapy	\$5,656.00
Gibson, Hugh	Kinesiology	\$2,328.00
Gillam, Ken	English	\$9,917.00
Glenn, Cory	Reading Foundations & Tech	\$1,144.00
Goeringer, Michael	Counseling Leadership & Special Ed	\$7,422.00
Goerndt, Michael	College of Agriculture	\$5,268.00
Gordon, Nancy	Reading Foundations & Tech	\$3,600.00
Heinlein, Kurt	Theatre & Dance	\$3,307.00
Hellman, Andrea	English	\$7,135.00
Hetzler, Brandon	Public Health & Sports Medicine	\$3,600.00
Himes, Joe	Physical Therapy	\$3,000.00
Hoelscher, Carrisa	Communication	\$15,000.00
Holland, Lydia	Physical Therapy	\$915.00
Howard, Amber	Childhood Ed & Family Studies	\$3,375.00
Hudson, Danae	Psychology	\$1,000.00
Hwang, Chin-Feng	College of Agriculture	\$4,732.00
Ibbetson, Sara	Psychology	\$815.00
Jackson, Wendy	School of Social Work	\$3,150.00
Jackson, William	Education Abroad	\$2,560.00

Academic Personnel Board Actions, cont'd.

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John, Judith	English	\$5,670.00
Joswick, David	Tech & Construction Mgmt	\$2,092.00
Kim, Junyoung	Kinesiology	\$7,628.00
Kiras, James	Defense & Strategic Studies	\$7,500.00
Kitheka, Bernard	Kinesiology	\$1,526.00
Kyle, Jerri	Communication	\$3,000.00
Lazic, Gordana	Communication	\$13,282.00
Lee, Kewman	Reading Foundations & Tech	\$8,933.00
Lettieri, Kelly	Counseling Leadership & Special Ed	\$8,590.00
Lewis, Darcy	College of Arts & Letters	\$5,508.00
Lewis, Kayla	Reading Foundations & Tech	\$618.00
Liang, Tina	Kinesiology	\$2,015.00
Liggett, Allan	Public Health & Sports Medicine	\$200.00
Masterson, Caitlin	Graduate College	\$5,000.00
Mattson, Jessica	Reading Foundations & Tech	\$2,445.00
Mays, Larry	Kinesiology	\$4,511.00
Mazanec, Brian	Defense & Strategic Studies	\$7,500.00
McKinney, Jared	Defense & Strategic Studies	\$7,000.00
McLean, Annice	Reading Foundations & Tech	\$5,055.00
Meraz, Juan	Reading Foundations & Tech	\$3,600.00
Mitchell, D. Wayne	Psychology	\$1,000.00
Moore, Heather	Management	\$3,000.00
Morris, Eric	Communication	\$1,765.00
Morris, Taleyna	Communication	\$7,066.00
Murphy, Lindsey	Childhood Ed & Family Studies	\$11,635.00
Myers, Charles	Counseling Leadership & Special Ed	\$4,725.00
Nelson, Jessica	Counseling Leadership & Special Ed	\$8,590.00
Newman, Jonathan	English	\$8,456.00
Nixon, Sarah	Reading Foundations & Tech	\$5,603.00
Ongaga, Kennedy	Counseling Leadership & Special Ed	\$6,728.00
Pavlowsky, Bob	Geography Geology & Planning	\$25,063.00
Pearman, Cathy	Reading Foundations & Tech	\$13,561.00
Perryman, Amber	Reading Foundations & Tech	\$1,834.00
Phelps, Quinton	Biology	\$19,563.00
Pierson, Matthew	Cooperative Engineering Program	\$7,050.00
Piland, Deborah	Biomedical Sciences	\$5,255.00
Politte, Jordan	Teaching Leading & Learning	\$1,630.00
Post, Rana	Childhood Ed & Family Studies	\$2,445.00
Raza, Muhammad	Childhood Ed & Family Studies	\$8,590.00
Rimal, Arbindra	College of Agriculture	\$26,867.00
Roam, Kimberly	Childhood Ed & Family Studies	\$9,866.00

Rogers, Lori	English	\$3,392.00
Rohr, Ami	School of Nursing	\$1,612.00
Rudnick, Dennis	Reading Foundations & Tech	\$8,590.00
Russell, Timothy	College of Agriculture	\$3,000.00
Sakidja, Ridwan	Physics Astronomy & Mat Science	\$2,000.00
Satterfield, Michelle	Childhood Ed & Family Studies	\$4,890.00
Scarbrough, JoNita	Counseling Leadership & Special Ed	\$4,890.00
Schmelzle, George	School of Accountancy	\$10,125.00
Schotthofer, Melissa	Childhood Ed & Family Studies	\$3,739.00
Scott, Shari	Counseling Leadership & Special Ed	\$6,155.00
Seawright, Leslie	English	\$4,614.00
Shirley, Corinne	Modern & Classical Languages	\$3,581.00
Shoumikhin, Andrei	Defense & Strategic Studies	\$7,068.00
Slavych, Bonnie	Comm Sciences & Disorders	\$1,000.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Smith, Cody	Kinesiology	\$4,350.00
Smith, Lloyd	Computer Science	\$5,356.00
Spates, Stephen	Communication	\$7,098.00
Stanton, Rhonda	English	\$4,844.00
Sudbrock, Christine	College of Agriculture	\$14,837.00
Sukovaty, Lacy	College of Agriculture	\$4,797.00
Swearingen, Rebecca	Reading Foundations & Tech	\$10,224.00
Tarbox, Judy	English	\$3,368.00
Thomas, Matthew	Art & Design	\$2,448.00
Tinkler, Alan	English	\$9,672.00
Turner, John	English	\$11,215.00
Turner, Jon	Counseling Leadership & Special Ed	\$5,020.00
Walker, Elizabeth	College of Agriculture	\$9,832.00
Walters, Heather	Communication	\$14,547.00
Wang, Fei	Chemistry	\$6,700.00
Warner, Madeline	Education Abroad	\$2,700.00
Weaver, Margaret	English	\$5,859.00
Webb, Gary	College of Agriculture	\$6,350.00
Wehrman, Erin	Communication	\$12,444.00
Weiss, Janet	Physical Therapy	\$1,830.00
Whipple, Tanya	Psychology	\$1,000.00
Whisenhunt, Brooke	Psychology	\$1,000.00
Wiechert, Raegan	Library Administration	\$2,400.00
Wolken, Jennifer	Art & Design	\$2,448.00
Woodard, Rebecca	Kinesiology	\$1,546.00
Yoshimatsu, Keiichi	Chemistry	\$5,021.00

ADDENDUM C

Supplemental payment for teaching assignments:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Arthaud, Tamara	Education Abroad	\$2,111.00
Balasundaram, Isaac	Information Tech & Cybersecurity	\$3,000.00
Chen, Qiang	School of Social Work	\$4,841.00
Dollar, Susan	School of Social Work	\$6,980.00
Irons, Chrystal	Marketing	\$3,300.00
Johns, Justin	School of Social Work	\$4,890.00
Kitheka, Bernard	Education Abroad	\$4,577.00
Langston, Lisa	School of Social Work	\$3,291.00
Pettijohn, Catherine	English Language Institute	\$2,400.00
Shirley, Corinne	Modern & Classical Languages	\$2,288.00
Shuler, Adam	Tech & Construction Mgmt	\$3,000.00
Uribe-Zarain, Ximena	Education Abroad	\$2,111.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the summer semester: June 6, 2022 through August 5, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Allee, Taylor	Agriculture	\$1,150.00
Arvizu, Lyric	Psychology	\$1,150.00
Babel, Alexander	Chemistry & Biochemistry	\$2,300.00
Bennion, Owen	Mathematics	\$2,300.00
Bridges, Dana	Art & Design	\$1,150.00
Brownen, Tiana	Communication	\$2,300.00
Choate, Elaine	English	\$1,150.00
Chowdhury, Shusmoy	Computer Science	\$2,300.00
Cunningham, Julia	Media, Journalism & Film	\$2,300.00
Darko, Jeffery	Chemistry & Biochemistry	\$2,300.00
Dotson, Amanda	English	\$1,150.00
Frank, Kelly	Geography, Geology & Planning	\$2,300.00
Heili, Rachel	Mathematics	\$2,300.00
Honey, Ummay	Physics Astronomy & Materials Sci	\$1,150.00
Huber, Allison	History	\$2,300.00
Ishrak, Farhan	Physics Astronomy & Materials Sci	\$1,150.00
Isituah, Shallom	Mathematics	\$2,300.00
Jacob, Morgan	Management	\$2,300.00
Johnson, Collin	Chemistry & Biochemistry	\$2,300.00
Karampourdashti, Mehdi	Art & Design	\$1,150.00
Keith, Madison	Communication	\$2,300.00
Mahmud, Zia Uddin	Physics Astronomy & Materials Sci	\$1,150.00
May, Corey	Communication	\$2,300.00
Mohtasebi, Parinaz	Biology	\$2,800.00
Montgomery, Emily	Media, Journalism & Film	\$1,150.00
Moore, Collin	Mathematics	\$2,300.00
Muehler, Aaron	Biology	\$2,800.00
Nipu, Ayesha Siddika	Computer Science	\$2,300.00
Ntahombaye, David	Marketing	\$2,300.00
Nyambariga, Naom	Mathematics	\$2,300.00
Ogundele, Olamide	Chemistry & Biochemistry	\$2,300.00
Pleimann, Jenna	Communication	\$2,300.00
Rockers, Hannah	Agriculture	\$2,300.00
Schouten, Ashley	Public Health & Sports Medicine	\$1,150.00
Sedra, Erin	Art & Design	\$1,150.00

Shawkat, Nabil	Computer Science	\$2,300.00
Shell, Brayden	Information Technology & Cybersecurity	\$2,300.00
Suedmeyer, Bailee	Agriculture	\$2,300.00
Sukhbaatar, Adilchimeg	Chemistry & Biochemistry	\$2,800.00
Thao, Kong	Media, Journalism & Film	\$2,300.00
Turlington, Sean	English	\$1,150.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Sci	\$1,150.00
Umfleet, Logan	Technology & Construction Management	\$2,300.00
Vickers, Zachary	Biology	\$2,800.00
Wood, Caitlin	Accounting	\$2,300.00

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 15, 2022 through December 16, 2022.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Babel, Alexander	Chemistry & Biochemistry	\$4,600.00
Bridges, Dana	Art & Design	\$5,600.00
Chowdhury, Shusmoy	Computer Science	\$4,600.00
Harris, Rebecca	English	\$5,600.00
Ishrak, Farhan	Physics Astronomy & Materials Sci	\$5,600.00
Johnson, Collin	Chemistry & Biochemistry	\$4,600.00
Matheney, Hannah	Biomedical Science	\$4,600.00
Ogundele, Olamide	Chemistry & Biochemistry	\$4,600.00
Sukhbaatar, Adilchimeg	Chemistry & Biochemistry	\$5,600.00
Uddin, Muhammad Sharif	Physics Astronomy & Materials Sci	\$5,600.00

The following have been appointed as Graduate Teaching Assistants for the fall semester: August 15, 2022 through May 19, 2023.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adeoye, Sarah	Chemistry & Biochemistry	\$11,200.00
Anderson, Matthew	Chemistry & Biochemistry	\$11,200.00
Aogo, Samuel	Geography, Geology & Planning	\$9,200.00
Brownen, Tiana	Communication	\$11,200.00
Campanini, Gemma	Communication	\$11,200.00
Choate, Elaine	English	\$11,200.00
Cressey, Mary	Art & Design	\$11,200.00
DeHart, Dorian	Geography, Geology & Planning	\$9,200.00
Eguaosa, Elson	Chemistry & Biochemistry	\$11,200.00
Freitas, Emily	English	\$11,200.00

Froning, Kagan	Geography, Geology & Planning	\$9,200.00
Honey, Ummay	Physics Astronomy & Materials Sci	\$11,200.00
Horst, Adeline	Media, Journalism & Film	\$11,200.00
Hutchison, Lauren	Psychology	\$9,200.00
Iqbal, Md Shaihan Bin	Physics Astronomy & Materials Sci	\$11,200.00
Jha, Rejeena	Physics Astronomy & Materials Sci	\$11,200.00
Karampourdashti, Mehdi	Art & Design	\$11,200.00
Koh, Eunhyang	Music	\$5,600.00
Lane, Joseph	Geography, Geology & Planning	\$9,200.00
Leong, Trisha Hui Mi	Communication	\$11,200.00
Lewis, Sarah	English	\$11,200.00
Mahmud, Zia Uddin	Physics Astronomy & Materials Sci	\$11,200.00
Martin, Jacob	Media, Journalism & Film	\$11,200.00
Martinez, Alberto	Music	\$5,600.00
McGilvry-James, Tyler	Mathematics	\$11,200.00
Mierzejewski, Haley	Communication	\$11,200.00
Mou, Marium Mostafiz	Physics Astronomy & Materials Sci	\$11,200.00
Nipu, Ayesha Siddika	Computer Science	\$11,200.00
Noor, Md Fahel Bin	Physics Astronomy & Materials Sci	\$11,200.00
Osei, Teddy	Art & Design	\$11,200.00
Pilarski, Autumn	Chemistry & Biochemistry	\$11,200.00
Porterfield, Jaxon	Communication	\$11,200.00
Shawkat, Nabil	Computer Science	\$11,200.00
Sitapara, Dhruvkumar	Chemistry & Biochemistry	\$11,200.00
Slover, Elijah	English	\$11,200.00
Smith, Claire	English	\$11,200.00
Volkova, Svetlana	Dept of Hospitality Leadership	\$9,200.00
Yasmin, Nusrat	Physics Astronomy & Materials Sci	\$11,200.00

III.C.2.

MISSOURI STATE UNIVERSITY

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>
Bascom Mellon	Campus Safety Specialist University Safety	24	\$30,680 annually	04/25/22
John Elkins	Locksmith Facilities Maintenance	25	\$37,440 annually	05/02/22
Ashley Pearce	Programmer/Analyst Computer Services	33	\$50,786 annually	05/02/22
Hailey Diestelkamp	Operations Assistant, Athletics Intercollegiate Athletics	13	\$31,304 annually	05/09/22
Kristen Kaughman	Evaluator, Graduate Admissions Graduate College	13	\$32,947 annually	05/09/22
Casondra Prock	Academic Administrative Assistant III Honors College	13	\$31,990 annually	05/09/22
Crissy Tate	Medical Assistant Magers Family Health & Wellness Center	40	\$31,200 annually	05/09/22
Christopher Clegg	Custodian I Custodial Services	21	\$27,039 annually	05/10/22
Jerimiah Benjamin	Residence Hall Host/Hostess Residence Life, Housing & Dining Services (10-month position)	10	\$22,533 annually	05/12/22
Tanya Edwards	Custodian I Custodial Services	21	\$27,039 annually	05/16/22

Non-academic Personnel Board Actions, cont'd.

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William Kirk	Farm Operations Manager College of Agriculture	26	\$40,560 annually	05/16/22
Brian Armelli	Academic Advisor Athletics Intercollegiate Athletics	41	\$40,170 annually	05/18/22
Erica Robertson	Accounting Technician Financial Services	13	\$31,990 annually	05/18/22
Guy Branch	Custodian I Custodial Services	21	\$27,039 annually	05/23/22
Zach Fouts	Campus Safety Specialist University Safety	24	\$30,680 annually	05/23/22
Brianna Wamsher	Admissions Counselor Office of Admissions	41	\$30,826 annually	05/23/22
Kelly Waterman	Academic Administrative Assistant II History	12	\$31,200 annually	05/23/22
Alec O'Reilly	Basketball Video Coordinator Intercollegiate Athletics	41	\$35,000 annually	05/25/22
Angel Whetstone	Basketball Video Coordinator Intercollegiate Athletics	41	\$40,000 annually	05/25/22
Catherine Tucker	Administrative Specialist III Academic Advising & Transfer Center	13	\$32,011 annually	05/27/22
LoveLynn Phillips	Custodian I Custodial Services	21	\$27,039 annually	05/31/22
Rheanna Pulley	Specialist, English Language Institute Outreach & Admissions English Language Institute	42	\$41,000 annually	05/31/22
Ranald Cummings	Administrative Assistant II Ozarks Public Television	12	\$33,280 annually	06/01/22

Non-academic Personnel Board Actions, cont'd.

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Matthew Jackson	Coordinator, Distance Learning Media Production Missouri State Online	33	\$51,229 annually	06/01/22
Douglas Jones	Groundskeeper Grounds Services	22	\$29,099 annually	06/06/22
Seamus McKenzie	Corporate Support Representative Ozarks Public Television	42	\$45,000 annually	06/06/22
Riannon Shelley	Fieldwork Education & Admission Specialist Occupational Therapy	42	\$43,680 annually	06/06/22
Eric Vaughn	Associate Director, Campus Recreation Campus Recreation	44	\$54,665 annually	06/06/22
Alysia Wells	Assistant Director, Multicultural Programs/LGBTQ+ Student Services Multicultural Services	42	\$40,000 annually	06/06/22
Tyler Barton	Administrative Assistant I Residence Life, Housing & Dining Services	11	\$30,888 annually	06/13/22
Ted Hollis	Campus Safety Specialist University Safety	24	\$30,680 annually	06/13/22
Flora Silva	Accounting Specialist – Bookstore Bookstore	13	\$32,240 annually	06/13/22
Travis Fisher	Deputy Director, Missouri Health Disparities Initiative Ozarks Public Health Institute	46	\$95,233 annually	06/24/22 05/31/23
Nina Barudzic	Director, Multicultural Programs Multicultural Services	45	\$62,600 annually	06/27/22

Non-academic Personnel Board Actions, cont'd.

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Andrew Cheney	Athletic Trainer, Athletic, Medical & Rehabilitation Services Athletic Medical & Rehabilitation Services	44	\$46,500 annually	07/01/22
Katelynn Christian	Academic Advisor Athletics Intercollegiate Athletics	41	\$38,000 annually	07/01/22
Megan Won	Athletic Trainer Athletic Medical & Rehab Services	44	\$44,700 annually	07/01/22
Tena Reel	Licensed Practical Nurse Magers Family Health & Wellness Center	41	\$42,578 annually	07/05/22
Sara Nimmo	Director Magers Family Health & Wellness Center	UN	\$130,000 annually	07/25/22
Rachel Kersey	Managing Editor – Writer Library	42	\$47,000 annually	08/01/22

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Meagan Rippee-Brooks	Academic Advisor-Marketing, Recruitment & Retention Specialist College of Natural & Applied Sciences	04/18/22
Jennifer Davis	Administrative Assistant II Graduate College	04/21/22
James Morrison	Journeyman Plumber Facilities Maintenance	04/30/22
Kyle Johnson	Assistant Strength & Conditioning Coach Strength & Conditioning	05/06/22
Christopher Clegg	Custodian I Custodial Services	05/08/22

Amanda Cooper	Accounting Specialist Facilities Management	05/13/22
Christina Henady	Assistant Teacher Child Development Center	05/13/22
Payton Haslam	Director of Athletic Development Missouri State Foundation	05/18/22
Kennedy Englert	Graphic Designer Creative Services	05/20/22
Jessica Summers	Director Web Strategy & Development	05/20/22
Ryan Owrey	Organizational & Talent Development Specialist Office of Human Resources	05/26/22
Makenzie Choate	Teacher Child Development Center	05/27/22
Teresa Frazure	Custodian I Residence Life, Housing & Dining Services	05/27/22
Margaret Grady	Residence Hall Director Residence Life, Housing & Dining Services	05/27/22
Michael Sidenstricker	Dispatch Specialist University Safety	05/29/22
Daniel Fox	Assistant Director – Facilities & Operations Plaster Student Union – Administrative Offices	05/31/22
Randall Knox	Head Athletics Coach Intercollegiate Athletics	05/31/22
Katie Colip	Coordinator – Living Learning Communities Residence Life, Housing & Dining Services	06/03/22
Sally Drennan	Teacher Child Development Center	06/03/22

Non-academic Personnel Board Actions, cont'd.

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Deanna Hallgren	Director Child Development Center	06/03/22
Amanda Lee	Assistant Director Child Development Center	06/03/22
Megan Menton	Professional Developer Agency for Teaching, Leading & Learning	06/03/22
Kevin Agee	Content Strategist Office of Strategic Communication	06/10/22
Austin Money	Assistant Director of Campus Recreation – Outdoor Adventures Campus Recreation	06/20/22
Juan Cabrera Hurtado	Special Program Outreach Coordinator English Language Institute	06/30/22
Lindsey Bell	Career Resources Specialist Career Center	07/20/22

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
John Sikonski	Telecommunications Technician – Lead Networking and Telecommunications	05/31/22

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Randall Knox	Head Athletics Coach Intercollegiate Athletics	04/26/22 05/31/22

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Tyler Nielsen	Assistant Director of Campus Recreation – Fitness Campus Recreation	05/08/22 07/16/22

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mindi McCoy	Academic Administrative Assistant II Childhood Ed & Family Studies	05/23/22

Randall Knox	Head Athletics Coach	05/31/22
	Intercollegiate Athletics Coach	

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Shawn Lin	From: Web Programmer/Analyst Computer Services To: Programmer/Analyst Computer Services	Reclassification	04/18/22
Crystal Dettmers	From: Accounting Specialist Student Employment GR 13, \$33,042 annually To: Student Employment Specialist Student Employment GR 42, \$36,635 annually	Promotion	05/01/22
Shawn Lin	From: Programmer/Analyst Computer Services To: Application Developer Computer Services	Title Change	05/05/22
Ethan Lynch	From: Programmer/Analyst Computer Services To: Application Developer Computer Services	Title Change	05/05/22
Phillip McCart	From: Programmer/Analyst Computer Services To: Application Developer Computer Services	Title Change	05/05/22
Shawn McComb	From: Programmer/Analyst Computer Services To: Application Developer Computer Services	Title Change	05/05/22
Marchalain Mullins	From: Programmer/Analyst Computer Services To: Application Developer Computer Services	Title Change	05/05/22

Ashley Pearce	From: Programmer/Analyst Computer Services	Title Change	05/05/22
	To: Application Developer Computer Services		
Koen Rogers	From: Programmer/Analyst Computer Services	Title Change	05/05/22
	To: Application Developer Computer Services		
Marianne Stanley	From: Senior Programmer/Analyst Computer Services	Title Change	05/05/22
	To: Senior Application Developer Computer Services		
Robert Slavens	From: Custodian I Hammons Student Center Administration GR 21, \$30,679 annually	Promotion	05/09/22
	To: Groundskeeper Grounds Services GR 22, \$29,972 annually		
Karen McKinnis	From: Manager Emergency Preparedness University Safety GR 45, \$62,468 annually	Promotion	05/09/22 05/31/23
	To: Program Director, Missouri Health Disparities Initiative Ozarks Public Health Institute GR 48, \$129,517 annually		
Johnna Pedersen	From: Senior Research Scientist Center for Biomedical & Life Sciences	Reclassification	05/16/22
	To: Research Coordinator-JVIC Center for Biomedical & Life Sciences		

Alyson Epperson	From: Content Strategist Web Strategy & Development GR 42, \$38,213 annually To: Interim Director Content Strategist Web Strategy & Development GR 42, \$38,213 annually (\$500 monthly supplemental)	Status Change	05/23/22
Michaela Bennett	From: Director of Development Office of Development GR 44, \$60,000 annually To: Assistant Director, College and Constituency Engagement Alumni Relations GR 43, \$55,000 annually	Status Change	06/01/22
Samantha Francka	From: Marketing & Web Specialist International Programs GR 42, \$46,004 annually To: Coordinator of Marketing & Communications International Programs GR 43, \$50,604 annually	Reclassification & Salary Adjustment	06/01/22
Alex Johnson	From: Director, Community - Engaged Learning Citizenship & Service Learning To: Director, Center for Community Engagement Citizenship & Service Learning	Title Change	06/01/22
Phillip McCart	From: Application Developer Computer Services To: Staff Emeritus Computer Services	Status Change	06/01/22

Kate Mendenhall	From: Senior Accountant/Analyst Financial Services GR 44, \$54,875 annually To: Operations Administrator for Academic Affairs Office of the Provost GR 44, \$58,942 annually	Status Change & Salary Adjustment	06/01/22
Kelsey Menefee	From: Assistant Director, Donor Relations & Special Events Donor Relations To: Director of Donor Relations & Special Events Donor Relations	Reclassification	06/01/22
James Pruitt	From: Manager, Transportation University Safety GR 45, \$59,552 annually To: Associate Director, Facilities Management Facilities Management GR 46, \$76,000 annually	Promotion	06/01/22
Zhongsong Qiu	China Programs Coordinator Reynolds College of Arts & Letters From: GR 42, \$43,763 annually To: GR 42, \$51,022 annually	Salary Adjustment	06/01/22
Jaime Ross	From: Director Adult Non-Traditional Student Resources Missouri State Outreach GR 44, \$63,377 annually To: Director, Transfer Articulation & Non-Traditional Student Services Missouri State Outreach GR 46, \$69,000 annually	Reclassification & Salary Adjustment	06/01/22

Non-academic Personnel Board Actions, cont'd.

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Jesse Scheve	From: Staff Photographer Creative Services GR 41, \$41,371 annually To: Photographer/Digital Photo Systems Coordinator Creative Services GR 42, \$42,370 annually	Reclassification & Salary Adjustment	06/01/22
Allison Sieja	Research Specialist Biology	Continuation of Appointment	06/01/22 08/31/22
Ronald Snodgrass	From: Interim Director Assistant Director Greenwood Laboratory School GR 44 \$60,717 annually (83% FTE) (\$2,690 monthly supplemental) To: Director Greenwood Laboratory School \$115,000 annually (100% FTE)	Promotion	06/01/22 06/30/27
Marianne Stanley	From: Senior Application Developer Computer Services To: Staff Emeritus Computer Services	Status Change	06/01/22
Kimberly Strobe	From: Campus Safety Specialist-Lead University Safety GR 25, \$35,047 annually To: Campus Safety Specialist University Safety GR 24, \$30,680 annually	Status Change & Salary Adjustment	06/01/22

Non-academic Personnel Board Actions, cont'd.

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DeVonna Rains	From: Academic Administrative Assistant II Music GR 12, \$29,585 annually	Promotion	06/03/22
	To: Academic Administrative Assistant III Music GR 13, \$31,720 annually		
Carisma Wantland	From: Custodial Inventory & Equipment Repair Foreman Custodial Services GR 24, \$34,696 annually	Status Change	06/06/22
	To: Custodial Specialist Custodial Services GR 23, \$34,696 annually		
Sherry Elkins	From: Academic Advisor/Retention Specialist College of Business GR 42, \$37,253 annually	Promotion	06/13/22
	To: Career Resources Specialist Career Center GR 42, \$39,250 annually		
Justin Johns	From: Mental Health Clinician/Substance Abuse, Assessment Specialist Counseling Center GR 44, \$49,211 annually	Promotion	06/13/22
	To: Associate Director Academic Advising & Transfer Center GR 45, \$56,266 annually		
Joshua Hoggarth	From: Custodian I Residence Life, Housing & Dining Services	Transfer	06/16/22
	To: Custodian I Custodial Services		

Steve Turner	From: Custodial Specialist Residence Life, Housing & Dining Services GR 23, \$30,743 annually To: Custodial Supply, Delivery & Storage Foreman Custodial Services GR 24, \$34,278 annually	Promotion	06/16/22
Bradley Bodenhausen	From: Associate Vice President International Education & Training International Programs GR 49, \$129,118 annually To: Vice President for Community & Global Partnerships Community & Global Partnerships \$156,000 annually	Promotion	07/01/22
Heather Booth	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/22 06/30/23
Trisha Bradley	Director Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/22 06/30/23
Latrisha Lavish	Health Career Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/22 06/30/23
Molly Laird	From: Administrative Specialist II Biomedical Sciences To: Administrative Specialist II Public Health & Sports Medicine	Department Change	07/01/22
Jeffrey Williams	Research Specialist Biology	Continuation of Appointment	07/01/22 06/30/23

Non-academic Personnel Board Actions, cont'd.

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Madison Yerges	Clinical Education Coordinator Southwest Missouri Area Health Education Center	Continuation of Appointment	07/01/22 06/30/23
Linda Stevens	Licensed Practical Nurse Magers Family Health & Wellness Center From: 100% FTE To: 80% FTE	Status Change	07/16/22

Vote: _____ Yea
 _____ Nay

III.C.3.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic & Academic employees, as itemized below, are effective July 1, 2022.

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>4% ATB</u>	<u>\$15Min</u>	<u>Equity</u>	<u>Faculty Promotion</u>	<u>New Salary</u>
Abdullah, Elijah W.	WP Physical Plant	\$25,084	\$1,003	\$5,112			\$31,200
Aberle, Joygrace A.	Health & Wellness Center	\$39,234	\$1,569				\$40,803
Abid, Nabila Binte	Financial Aid	\$35,568	\$1,423				\$36,991
Abney, Julie A.	Financial Services	\$52,131	\$2,085				\$54,216
Acharya, Sreekanth	Computer Services	\$65,588	\$2,624				\$68,212
Ackerson, Amy A.	WP Allied Health Division	\$84,821	\$3,393				\$88,213
Adams, Karen C.	Enrollment Management & Services	\$37,434	\$1,497				\$38,931
Adamson, Benjamin T.	Athletics Communications	\$53,120	\$2,125				\$55,245
Adinegara, Veronica	Creative Services	\$51,601	\$2,064				\$53,665
Adkins, Gilbert G.	Lebanon Center	\$43,650	\$1,746		\$2,500		\$47,896
Adkison, Robert L.	Counseling Center	\$30,547	\$1,222				\$31,769
Adkisson, Brittney L.	WP Director of Univ-Community Pgms	\$29,535	\$1,181	\$483			\$31,200
Agee, Kevin N.	Office of Strategic Communication	\$40,094	\$1,604				\$41,698
Ahlstrand, Patrick S.	Plaster Student Union Physical Plnt	\$27,039	\$1,082	\$3,079			\$31,200
Aiken, Shannon B.	Office of University Safety	\$30,679	\$1,227		\$3,453		\$35,359
Ailor, Shannon C.	Research Administration	\$42,591	\$1,704				\$44,295
Akers, Leslie L.	College of Agriculture	\$32,171	\$1,287				\$33,457
Akin, Yuka	Health & Wellness Center	\$51,896	\$2,076		\$4,160		\$58,132
Alaimo, Ian L.	McQueary College of Hlth & Hman Svs	\$83,100	\$3,324				\$86,424
Aleshire, Donnie E.	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$1,136		\$46,562
AlHamad, Mohammad M.	Library	\$45,500	\$1,820				\$47,320
Alldridge, Barbara J.	Res Life Hous & Din Svc-Fac & Oper	\$33,421	\$1,337		\$2,347		\$37,105
Allen, Linda M.	Chemistry & Biochemistry	\$36,817	\$1,473		\$1,000		\$39,290
Allen, Matthew R.	Cybersecurity & Enterprise System	\$60,167	\$2,407				\$62,574
Allen, Rebecca L.	Biomedical Sciences	\$51,178	\$2,047				\$53,225
Alley, Thomas H.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624		\$31,824
Allgeier, Shane P.	Residence Life Housing & Dining Svc	\$57,268	\$2,291				\$59,559
Allison, Michael K.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312		\$31,512
Amason, Craig R.	Library	\$62,000	\$2,480				\$64,480
Anderson, Angela G.	English	\$37,364	\$1,495				\$38,859
Anderson, Gayle A.	Res Life Hous & Din Svc-Fac & Oper	\$32,300	\$1,292				\$33,592
Anderson, Lesa D.	Military Science	\$22,703	\$908				\$23,611
Anderson, Rachel M.	Assoc VP for Economic Development	\$77,982	\$3,119				\$81,101

Anderson-Ituarte, Julie J.	Disability Resource Center	\$50,000	\$2,000			\$52,000
Angel, Holly D.	Intercollegiate Athletics	\$30,159	\$1,206			\$31,366
Anitsal, Ismet	Marketing	\$145,848	\$5,834		\$3,000	\$154,682
Appleby, Austin M.	Athletics-Football-Men	\$41,818	\$1,673			\$43,491
Applegate, Andrea D.	Physician Assistant Studies	\$86,053	\$3,442			\$89,495
Arens, Joseph A.	Cybersecurity & Enterprise System	\$64,280	\$2,571			\$66,851
Armstrong, Etta N.	Missouri State Outreach	\$32,072	\$1,283			\$33,355
Armstrong, Joan E.	Provost Office	\$75,819	\$3,033			\$78,852
Arnette, Kristin L.	Enrollment Management & Services	\$61,800	\$2,472			\$64,272
Arnold, Albert E.	Computer Services	\$62,500	\$2,500		\$2,500	\$67,500
Arnold, Mark D.	Library	\$65,551	\$2,622			\$68,173
Arti, FNU	Internal Audit & Risk Management	\$65,920	\$2,637			\$68,557
Assmann, Ira L.	Admissions	\$50,000	\$2,000			\$52,000
Atkinson, Susan M.	Athletic Medical & Rehab Services	\$43,175	\$1,727			\$44,902
Aurentz, Cynthia L.	School of Anesthesia	\$109,375	\$4,375			\$113,750
Babb, Charles J.	Occupational Therapy	\$29,119	\$1,165	\$916		\$31,200
Bailey, Sherry A.	Registrar	\$34,100	\$1,364			\$35,464
Baird, Craig E.	College of Natl & App Science	\$58,492	\$2,340			\$60,832
Baker, Anne M.	Library	\$70,152	\$2,806			\$72,958
Baker, Jessica	JQH Arena	\$29,360	\$1,174	\$666		\$31,200
Balanean, Adrian D.	Registrar	\$34,237	\$1,369			\$35,606
Balasundaram, Gautam I.	Procurement Services	\$48,067	\$1,923			\$49,990
Bales, Sandra L.	Dept of Hospitality Leadership	\$32,986	\$1,319			\$34,305
Balisle, Jessica F.	KSMU	\$50,000	\$2,000			\$52,000
Ballard, Sheri L.	Financial Services	\$52,661	\$2,106			\$54,767
Banion, John A.	Procurement Services	\$56,371	\$2,255			\$58,626
Barakat, Terry M.	English Language Institute	\$44,552	\$1,782			\$46,334
Barber, Nicholas C.	Intercollegiate Athletics	\$41,818	\$1,673			\$43,491
Barber, Sarah R.	Communication Sciences & Disorders	\$79,795	\$3,192			\$82,987
Barker, Angela J.	College of Arts & Letters	\$71,703	\$2,868			\$74,571
Barker, Thomas W.	College of Agriculture	\$27,482	\$1,099	\$2,619		\$31,200
Barlowe, Jason M.	Greenwood Lab School	\$42,914	\$1,717			\$44,631
Barnette, Megan E.	Admissions	\$32,338	\$1,294			\$33,632
Barnhill, Sean M.	College of Business	\$60,000	\$2,400			\$62,400
Barnts, Kelly S.	Res Life Hous & Din Svc-Fac & Oper	\$36,526	\$1,461			\$37,987
Barrett, Michael F.	Fac Mgmt-Custodial	\$38,000	\$1,520		\$395	\$39,915
Bartolotta, Thomas	Office of University Safety	\$35,969	\$1,439			\$37,408
Barton, Garland G.	WP Dean of Acad Affairs Office	\$44,000	\$1,760			\$45,760
Barton, Sheila F.	WP Dean of Acad Affairs Office	\$52,576	\$2,103			\$54,679
Barton, Travis J.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Barton, Tyler	Residence Life Housing & Dining Svc	\$30,888		\$312		\$31,200
Bass, Randy J.	Health & Wellness Center	\$117,036	\$4,681			\$121,717

Bass, Toni D.	Agency for Teaching, Leading & Lng	\$52,118	\$2,085			\$54,203
Bassen, Penny L.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Baumann, Denise M.	Residence Life Housing & Dining Svc	\$71,894	\$2,876			\$74,770
Beach, Jeremy L.	Office of University Safety	\$33,249	\$1,330		\$3,453	\$38,032
Bean, Marcella L.	WP Allied Health Division	\$36,607	\$1,464			\$38,072
Bean, Victoria L.	WP Food Service	\$23,849	\$954	\$6,397		\$31,200
Beard, Ryan D.	Athletics-Football-Men	\$104,648	\$4,186			\$108,834
Beck, Adam C.	Physics Astronomy & Materials Sci	\$29,457	\$1,178	\$565		\$31,200
Beck, Catherine A.	Bear Claw	\$34,661	\$1,386			\$36,047
Beck, Chelsea M.	Planning, Design & Construction	\$45,938	\$1,838			\$47,776
Becker, Brett G.	WP Information Technology Services	\$64,536	\$2,581			\$67,117
Becker, Kelly R.	WP Information Technology Services	\$52,774	\$2,111			\$54,885
Beckham, Tracy L.	School of Anesthesia	\$181,295	\$7,252		\$10,000	\$198,547
Bedell, Dax O.	OPT	\$54,251	\$2,170			\$56,421
Beiger, Kymmee E.	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Bell, Deana R.	WP Physical Plant	\$27,393	\$1,096	\$2,711		\$31,200
Bell, Lindsey M.	Career Center	\$38,728	\$1,549		\$350	\$40,627
Bellis, James D.	College of Agriculture	\$66,631	\$2,665			\$69,296
Benjamin, Jerimiah D.	Residence Life Housing & Dining Svc	\$22,533		\$3,363		\$25,896
Bennett, Jessica L.	Library	\$56,857	\$2,274		\$1,000	\$60,131
Bennett, Michaela P.	Development Office	\$55,000	\$2,200			\$57,200
Benson, Tara E.	PSU-Student Engagement	\$67,344	\$2,694			\$70,038
Bentley, Kunti D.	Title IX Office	\$47,611	\$1,904			\$49,515
Benton, Kimberly S.	Bursars Office	\$40,454	\$1,618			\$42,072
Benton, Robert C.	Fac Mgmt-Grounds	\$29,974	\$1,199	\$27	\$2,746	\$33,946
Berkwitz, Stephen C.	Religious Studies	\$107,254	\$4,290			\$111,544
Berry, Jessica I.	Child Development Center	\$24,290	\$972	\$5,938		\$31,200
Berry, Melissa D.	Institutional Equity & Compliance	\$103,500	\$4,140			\$107,640
Berry, Ruben W.	Agency for Teaching, Leading & Lng	\$29,119	\$1,165	\$916		\$31,200
Besara, Rachel M.	Library	\$113,434	\$4,537			\$117,971
Bilyeu, Kristin M.	Financial Services	\$53,191	\$2,128			\$55,319
Bingham, Brent P.	Res Life Hous & Din Svc-Fac & Oper	\$30,859	\$1,234		\$2,321	\$34,414
Bird, Biff J.	WP Information Technology Services	\$52,379	\$2,095			\$54,474
Black, James E.	Office of University Safety	\$36,999	\$1,480		\$3,037	\$41,516
Black, Troy D.	Fac Mgmt-Maintenance	\$46,830	\$1,873		\$974	\$49,677
Blacksher, Julie R.	Modern & Classical Languages	\$34,326	\$1,373			\$35,699
Blades, Jesse A.	Agency for Teaching, Leading & Lng	\$59,552	\$2,382			\$61,934
Blades, Melissa S.	Missouri State Outreach	\$40,856	\$1,634			\$42,490
Blake, Michael E.	Fac Mgmt-Custodial	\$32,061	\$1,282		\$333	\$33,677
Blankenship, Melissa D.	Hammons Student Center	\$66,950	\$2,678		\$1,500	\$71,128
Bledsoe, Nathaniel R.	Postal Services	\$26,915	\$1,077	\$3,209	\$2,080	\$33,280
Blevins, Brian	Hammons Student Center	\$34,931	\$1,397			\$36,328

Boaz, Ronald K.	Hammons Student Center	\$111,858	\$4,474	\$3,000	\$119,332
Bobbitt-Boyce, Edith	Communication Sciences & Disorders	\$77,788	\$3,112		\$80,900
Boddie, John M.	Fac Mgmt-Maintenance	\$48,521	\$1,941	\$505	\$50,966
Bodenhausen, Bradley V.	International Programs	\$156,000	\$6,240		\$162,240
Boehne, Tara L.	Occupational Therapy	\$90,749	\$3,630		\$94,379
Bogart, Michele M.	Office of Human Resources	\$40,704	\$1,628		\$42,332
Bohlen, Mary-Margaret	COE-Education Advisement	\$37,523	\$1,501		\$39,024
Bolin, Raymond D.	Fac Mgmt-Maintenance	\$50,941	\$2,038	\$1,060	\$54,038
Bonds, Jim P.	Res Life Hous & Din Svc-Fac & Oper	\$43,339	\$1,734		\$45,073
Bones, Barbara A.	Residence Life Housing & Dining Svc	\$36,421	\$1,457		\$37,878
Booth, Heather L.	AHEC	\$46,789	\$1,872		\$48,661
Borneman, Dea A.	Library	\$81,397	\$3,256		\$84,653
Boslaugh, Benjamin S.	Fac Mgmt-Maintenance	\$68,004	\$2,720		\$70,724
Bourgeois, Neil A.	PSU-Student Engagement	\$35,568	\$1,423		\$36,991
Bowden, Tiffany L.	Office of University Safety	\$31,600	\$1,264	\$3,453	\$36,317
Bowers, Alyssa L.	Admissions	\$32,368	\$1,295	\$4,337	\$38,000
Bowles, Christina S.	Centr Academic Success & Transition	\$42,000	\$1,680		\$43,680
Bowles, Philip N.	Web Strategy & Development	\$79,824	\$3,193		\$83,017
Boyer, William F.	Animal Science	\$57,632	\$2,305		\$59,937
Braddish, Dustin J.	Career Center	\$38,625	\$1,545	\$340	\$40,510
Braden, Steven D.	Res Life Hous & Din Svc-Fac & Oper	\$51,575	\$2,063		\$53,638
Bradley, Trisha N.	AHEC	\$68,063	\$2,723		\$70,786
Branch, Guy N.	Fac Mgmt-Custodial	\$27,039		\$4,161	\$31,200
Branson, Debra A.	Development Office	\$63,066	\$2,523		\$65,589
Bray, William O.	Mathematics	\$131,919	\$5,277		\$137,196
Breedlove, Gates M.	Academic Advising And Transfer Ctr	\$35,568	\$1,423		\$36,991
Brennan, Kelly J.	VP Marketing & Communications	\$46,748	\$1,870		\$48,618
Bresee, Tara N.	Adult Student Services	\$34,493	\$1,380		\$35,873
Breshears, Andrea M.	Institutional Equity & Compliance	\$36,904	\$1,476		\$38,380
Breshears, Rhonda K.	College of Agriculture	\$39,009	\$1,560	\$1,500	\$42,069
Breslin, Arianna E.	Child Development Center	\$23,192	\$928	\$7,081	\$31,200
Brewer, Courtney T.	Residence Life Housing & Dining Svc	\$37,253	\$1,490		\$38,743
Brewer, Gene A.	Bookstore	\$39,943	\$1,598		\$41,541
Brewer, Kimberly A.	Child Development Center	\$24,048	\$962	\$6,190	\$31,200
Brewington, Cody H.	Community Outreach	\$46,225	\$1,849		\$48,074
Bridges, Cindy J.	WP Student Advisemnt & Acad Sup Ctr	\$51,524	\$2,061		\$53,585
Bridges, Kelly K.	Faculty Ctr for Teaching & Learning	\$33,912	\$1,356		\$35,268
Bridges, Phillip R.	English Language Institute	\$44,552	\$1,782	\$2,316	\$48,650
Brinkerhoff, Kris A.	WP Director of Univ Communications	\$52,051	\$2,082		\$54,133
Britton, Richard L.	Fac Mgmt-Maintenance	\$42,639	\$1,706	\$443	\$44,788
Brower, Shawn R.	Fac Mgmt-Maintenance	\$48,521	\$1,941	\$1,262	\$51,723
Brown, Abby M.	Computer Services	\$58,415	\$2,337		\$60,752

Brown, Jeffrey D.	Environmental Health & Safety	\$38,884	\$1,555			\$40,439
Brown, Kallen A.	Residence Life Housing & Dining Svc	\$46,750	\$1,870			\$48,620
Brown, Kenneth H.	Economics	\$151,743	\$6,070			\$157,813
Brown, Lori A.	Health & Wellness Center	\$159,000	\$6,360			\$165,360
Brown, Robert L.	College of Business	\$35,568	\$1,423		\$1,500	\$38,491
Brown, Samuel J.	Fac Mgmt-Maintenance	\$38,479	\$1,539			\$40,018
Browning, Kenneth R.	Office of University Safety	\$35,048	\$1,402		\$3,037	\$39,487
Broyles, Thora J.	WP Dean of Acad Affairs Office	\$42,464	\$1,699			\$44,163
Brydson, Jacob C.	Athletics-Track-Women	\$42,060	\$1,682			\$43,742
Buckner, Mindy	Health & Wellness Center	\$31,199	\$1,248			\$32,447
Buckner, Sally J.	Reading Foundations & Technology	\$33,107	\$1,324			\$34,431
Burasco, Nico R.	OPT	\$37,253	\$1,490			\$38,743
Burks, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Burrough, Elizabeth K.	School of Nursing	\$30,208	\$1,208			\$31,416
Burton, Charles E.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$1,248	\$32,448
Burton, Kelsi M.	Financial Aid	\$37,253	\$1,490			\$38,743
Busby, Charles M.	Provost Office	\$51,722	\$2,069			\$53,791
Busby, Cindy R.	VP University Advancement	\$58,203	\$2,328			\$60,531
Butcher, Darla J.	Agency for Teaching, Leading & Lng	\$61,693	\$2,468			\$64,161
Buxton, Lillian M.	Child Development Center	\$23,192	\$928	\$7,081		\$31,200
Byrd, Amanda M.	COE-Education Field Experiences	\$35,663	\$1,427			\$37,090
Cabrera Hurtado, Juan D.	English Language Institute	\$39,220	\$1,569			\$40,789
Cabrera Hurtado, Kelly N.	International Programs	\$50,573	\$2,023			\$52,596
Cahoj, Patricia A.	Physical Therapy	\$100,153	\$4,006			\$104,159
Cahoj, Richard J.	WP Bookstore	\$37,793	\$1,512			\$39,305
Caldwell, Kelly	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Calico, Dean A.	Fac Mgmt-Custodial	\$29,638	\$1,186	\$376	\$1,560	\$32,760
Calkins, Holly L.	Networking & Telecommunications	\$45,759	\$1,830			\$47,589
Callahan, Richard N.	Technology & Construction Mgmt	\$146,546	\$5,862			\$152,408
Campbell, Garry	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Campbell-Hicks, Meagan L.	Admissions	\$32,227	\$1,289			\$33,516
Canales, Roberto	Physician Assistant Studies	\$126,793	\$5,072			\$131,865
Cantrell, Shelley M.	VP Administrative Services	\$43,384	\$1,735			\$45,119
Capps, Jennifer R.	Academic Advising And Transfer Ctr	\$37,000	\$1,480			\$38,480
Capps, Steven C.	Learning Diagnostic Clinic	\$75,608	\$3,024			\$78,632
Cardin, Kelly C.	Office of University Safety	\$36,410	\$1,456		\$3,108	\$40,974
Carlson, Ami S.	Health & Wellness Center	\$38,409	\$1,536		\$4,160	\$44,105
Carroll, Tracy	Geography Geology & Planning	\$30,547	\$1,222			\$31,769
Carson, Edward K.	Juanita K Hammons Hall	\$45,177	\$1,807			\$46,984
Carter, Marissa A.	Res Life Hous & Din Svc-Fac & Oper	\$31,199	\$1,248			\$32,447
Carter, Nicholas A.	Bookstore	\$36,616	\$1,465			\$38,081
Carter, Thomas A.	OPT	\$75,430	\$3,017			\$78,447

Casada, Debra K.	Fac Mgmt-Custodial	\$30,399	\$1,216		\$1,581	\$33,196
Case, William P.	OPT	\$61,138	\$2,446			\$63,584
Cataldo, Monica O.	OPT	\$38,011	\$1,520			\$39,531
Cates, Jared L.	WP Student Life	\$51,575	\$2,063			\$53,638
Catlin, Gabrielle E.	Dean of Students Office	\$38,500	\$1,540			\$40,040
Cavitt, Anyta M.	COE-Education Advisement	\$37,253	\$1,490			\$38,743
Cavitt, Bruce A.	WP Student Advisemnt & Acad Sup Ctr	\$38,718	\$1,549			\$40,267
Cederwall, Craig M.	Facilities Management	\$37,439	\$1,498		\$915	\$39,851
Chakraborty, Sapna	Occupational Therapy	\$111,804	\$4,472			\$116,276
Chambers, Jeffery D.	Fac Mgmt-Grounds	\$60,255	\$2,410		\$1,500	\$64,165
Chang, James J.	English	\$29,911	\$1,196	\$93		\$31,200
Chastain, William S.	Fac Mgmt-Maintenance	\$45,759	\$1,830		\$952	\$48,541
Chavez, Katrina	Registrar	\$55,000	\$2,200			\$57,200
Chen, Jing	Financial Services	\$37,080	\$1,483			\$38,563
Chen, Li-Ling	Envrn Plnt Sci & Nat Rsrcs	\$46,968	\$1,879			\$48,847
Cheri, Cameron R.	Biology	\$36,674	\$1,467			\$38,141
Chesman, Jeremy A.	Music	\$82,723	\$3,309			\$86,032
Childress, Priscilla	Dean of Students Office	\$59,740	\$2,390			\$62,130
Childs, Elaina K.	Financial Aid	\$32,335	\$1,293			\$33,628
Chorn, Gary D.	Fac Mgmt-Maintenance	\$69,368	\$2,775		\$1,000	\$73,143
Chorn, Malynda L.	Facilities Management	\$38,583	\$1,543		\$3,027	\$43,154
Church, Kimberly S.	Accounting	\$162,328	\$6,493			\$168,821
Cinkosky, Heather R.	Health & Wellness Center	\$32,671	\$1,307			\$33,978
Citterio, Chiara	Counseling Center	\$45,750	\$1,830			\$47,580
Clark, Cassandra L.	College of Agriculture	\$38,350	\$1,534			\$39,884
Clark, Christopher	Residence Life Housing & Dining Svc	\$43,120	\$1,725		\$2,255	\$47,100
Clark, Donald L.	Fac Mgmt-Custodial	\$62,418	\$2,497		\$1,500	\$66,415
Clark, Drew I.	WP Director of Univ Communications	\$36,000	\$1,440			\$37,440
Clark, James M.	Fac Mgmt-Grounds	\$40,067	\$1,603		\$417	\$42,086
Clark, Kimberly A.	Advancement Services	\$34,276	\$1,371			\$35,647
Claussen, Patty A.	COE-Education Field Experiences	\$40,000	\$1,600			\$41,600
Clayton, Lauren	Office of University Safety	\$30,679	\$1,227		\$3,453	\$35,359
Clayton, Ryan	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Clegg, Christopher J.	Fac Mgmt-Custodial	\$27,039		\$4,161		\$31,200
Clements, Melinda J.	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$1,560	\$32,760
Clemmons, Vera V.	Office of University Safety	\$36,108	\$1,444		\$3,037	\$40,589
Clouse, Nick D.	Faculty Ctr for Teaching & Learning	\$44,421	\$1,777			\$46,198
Cloyd, Sherri L.	President's Office	\$52,000	\$2,080			\$54,080
Clymer, Anna T.	College of Business	\$37,253	\$1,490			\$38,743
Cobban, Jean A.	College of Agriculture	\$34,147	\$1,366			\$35,513
Cockrum, Angela P.	Networking & Telecommunications	\$50,288	\$2,012			\$52,300
Coffman, Lance R.	SBDC	\$53,354	\$2,134			\$55,488

Coffman, Steven D.	Networking & Telecommunications	\$92,066	\$3,683			\$95,748
Coiner, Jeffery S.	CIO Information Services	\$153,058	\$6,122			\$159,180
Cole, Alice R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Cole, Andrew C.	College of Hum & Pub Affairs	\$50,080	\$2,003			\$52,083
Colip, Katie	Residence Life Housing & Dining Svc	\$44,498	\$1,780		\$922	\$47,200
Collier, Jonathan M.	Fac Mgmt-Maintenance	\$50,470	\$2,019		\$1,601	\$54,089
Collins, Alyssa D.	WP Business Office	\$45,000	\$1,800			\$46,800
Collins, CJ	WP Information Technology Services	\$60,167	\$2,407			\$62,574
Collins, David J.	Athletics-Swimming-Men	\$75,105	\$3,004			\$78,109
Collins, Kileene M.	WP Student Services	\$29,627	\$1,185	\$388	\$520	\$31,720
Combs, Cheryl R.	Student Employment Service	\$51,575	\$2,063			\$53,638
Combs, Julia C.	Music	\$124,049	\$4,962			\$129,011
Combs, Theresa S.	WP Registration & Records	\$32,335	\$1,293			\$33,628
Compton, Pamela	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Conaway, Christy L.	English Language Institute	\$40,788	\$1,632			\$42,420
Conlon, Shannon L.	Library	\$40,019	\$1,601			\$41,620
Consiglio, David J.	Athletics Strength & Conditioning	\$41,818	\$1,673			\$43,491
Consolino, Dominic	College of Hum & Pub Affairs	\$45,759	\$1,830			\$47,589
Conway, Kirstie M.	Ctr for Archeological Research	\$40,000	\$1,600			\$41,600
Cook, Jeanne L.	Physical Therapy	\$112,060	\$4,482			\$116,542
Cook, Kimberly D.	Physician Assistant Studies	\$88,953	\$3,558			\$92,511
Cook, Sara L.	Health & Wellness Center	\$159,000	\$6,360			\$165,360
Cook, Sheila	Career Center	\$30,367	\$1,215			\$31,582
Cooley, Douglas J.	WP Admissions	\$31,199	\$1,248			\$32,447
Cortez, Willie G.	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$800	\$40,819
Cottrell, Julia L.	Public Affairs & Assessment	\$42,848	\$1,714		\$5,142	\$49,704
Coulter, Terrie A.	Intercollegiate Athletics	\$41,599	\$1,664			\$43,263
Cox, Christopher C.	SBDC	\$53,148	\$2,126			\$55,274
Cox, Jennifer C.	VP Administrative Services	\$92,803	\$3,712			\$96,515
Cox, Ronda G.	Greenwood Lab School	\$30,930	\$1,237			\$32,167
Cozort, Carol A.	Agency for Teaching, Leading & Lng	\$55,205	\$2,208			\$57,413
Craig, Christopher J.	Provost Office	\$153,431	\$6,137			\$159,568
Craig, Rebecca L.	WP Financial Aid	\$37,253	\$1,490			\$38,743
Cramer, Michael W.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Creson, Michelle D.	Financial Aid	\$34,310	\$1,372			\$35,682
Crews, Carrie D.	College of Agriculture	\$37,667	\$1,507			\$39,174
Crist, Robert	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Crockett, Jeffrey G.	Office of University Safety	\$32,671	\$1,307		\$3,453	\$37,431
Crockett, Jonathan	Facilities Management	\$48,381	\$1,935		\$503	\$50,819
Cron, Deborah A.	Communication Sciences & Disorders	\$82,139	\$3,286			\$85,425
Culbertson, Cory B.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Culver, Sandra E.	College of Business	\$67,061	\$2,682		\$1,500	\$71,243

Cummings, Valerie D.	Web Strategy & Development	\$51,088	\$2,044			\$53,132
Cunningham, Denise D.	Childhood Ed & Family Studies	\$116,509	\$4,660			\$121,169
Cunningham, Thomas E.	Ctr Resource Planning & Management	\$43,878	\$1,755			\$45,633
Cupka Head, Kevin M.	College of Hum & Pub Affairs	\$80,000	\$3,200			\$83,200
Curbow, Caitlin E.	Postal Services	\$31,407	\$1,256			\$32,664
Curless, Jacob E.	JQH Arena	\$28,599	\$1,144	\$1,457		\$31,200
Curran, Joshua D.	College of Business	\$37,253	\$1,490		\$1,500	\$40,243
Curry, Matthew T.	Jordan Valley Innovation Center	\$106,841	\$4,274		\$5,342	\$116,457
Curtis, Lamar L.	Financial Services	\$54,219	\$2,169			\$56,388
Curtis, Scott M.	Chemistry & Biochemistry	\$42,226	\$1,689			\$43,915
Cyr, Gail L.	Health & Wellness Center	\$74,263	\$2,971			\$77,234
Dahl, Kaley R.	Orientation And Transition Programs	\$40,000	\$1,600			\$41,600
Dalton, Kelly J.	Financial Services	\$63,792	\$2,552			\$66,344
Dalton, Nicole L.	Veteran Student Center	\$42,000	\$1,680			\$43,680
Dane, Michelle L.	Financial Services	\$32,524	\$1,301			\$33,825
Daniels, Amy J.	Financial Services	\$49,028	\$1,961			\$50,989
Daniels, Thomas D.	Res Life Hous & Din Svc-Fac & Oper	\$31,841	\$1,274		\$331	\$33,446
Darter, Tommy G.	Fac Mgmt-Maintenance	\$43,679	\$1,747			\$45,426
Davidson, Bradley W.	International Programs	\$54,166	\$2,167			\$56,333
Davidson, Michael P.	Fac Mgmt-Maintenance	\$48,505	\$1,940			\$50,445
Davis, Brenna R.	Outreach Publications & Marketing	\$40,477	\$1,619			\$42,096
Davis, Chelsea E.	Disability Resource Center	\$37,698	\$1,508			\$39,206
Davis, Janet L.	College of Business	\$33,308	\$1,332			\$34,640
Davis, John W.	Campus Recreation	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Davis, Joshua M.	Information Tech & Cybersecurity	\$160,258	\$6,410			\$166,668
Davis, Ruth A.	Office of University Safety	\$32,671	\$1,307		\$2,600	\$36,578
Day, Kaya P.	Physical Therapy	\$34,170	\$1,367			\$35,537
Day, Lori K.	Admissions	\$35,476	\$1,419			\$36,895
Dayton, Cora A.	Health & Wellness Center	\$34,428	\$1,377			\$35,805
Deal, Kerri D.	Dean of Students Office	\$37,256	\$1,490			\$38,746
Deal, William P.	Psychology	\$104,384	\$4,175			\$108,559
DeBoef, Ryan T.	President's Office	\$163,108	\$6,524			\$169,632
Deckard, Shelly K.	Assoc VP for Economic Development	\$49,630	\$1,985			\$51,615
Decker, James B.	Missouri State Outreach	\$64,280	\$2,571			\$66,851
Dees, Charles C.	Fac Mgmt-Grounds	\$43,260	\$1,730		\$450	\$45,440
Deever, Nakia	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Del Pilar, Jose A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Dembele, Moussa	Juanita K Hammons Hall	\$35,307	\$1,412			\$36,719
Denson, Cody S.	Cybersecurity & Enterprise System	\$64,379	\$2,575		\$3,863	\$70,817
Depriest, Christopher S.	Theatre & Dance	\$54,795	\$2,192			\$56,987
Derrick, Laura J.	Planning, Design & Construction	\$74,088	\$2,964			\$77,052
Derricks, Shannon E.	Athletic Medical & Rehab Services	\$56,284	\$2,251			\$58,535

Dettmers, Crystal R.	Student Employment Service	\$36,635	\$1,465			\$38,100
DeWitt, Clyta A.	Bookstore	\$29,911	\$1,196	\$93		\$31,200
Dickens, Kristen R.	Financial Services	\$31,448	\$1,258			\$32,706
Dickerson, Kerry	VP University Advancement	\$91,813	\$3,673			\$95,486
Dionne, Dawn M.	WP Food Service	\$37,253	\$1,490			\$38,743
Dirks-Ham, Chelsea R.	Athletics-Swimming-Men	\$46,350	\$1,854			\$48,204
Dixon, Kimberly J.	SBDC	\$34,082	\$1,363		\$2,829	\$38,274
Dixon, Stephanie	Public Affairs & Assessment	\$37,876	\$1,515			\$39,391
Dixon, Tammy L.	Counseling Center	\$66,023	\$2,641			\$68,664
Dockery, Rachael M.	Legal Affairs & Compliance	\$167,911	\$6,716			\$174,627
Dogwiler, Toby J.	Geography Geology & Planning	\$125,248	\$5,010			\$130,258
Doll, Emily A.	Bookstore	\$34,039	\$1,362			\$35,401
Dong, Nannan	Institutional Research	\$70,607	\$2,824			\$73,431
Donnellan, Debra M.	Office of Human Resources	\$59,708	\$2,388			\$62,096
Donnelson, Nicki L.	Office of Strategic Communication	\$51,601	\$2,064			\$53,665
Douglas, Briar A.	PSU-Student Engagement	\$35,568	\$1,423			\$36,991
Douglas, Carole K.	Residence Life Housing & Dining Svc	\$53,191	\$2,128			\$55,319
Douglas, Jennifer L.	Bookstore	\$44,000	\$1,760			\$45,760
Douglas-Frerking, Cassie B.	Media, Journalism & Film	\$29,422	\$1,177	\$601		\$31,200
Dressler, Howard G.	Fac Mgmt-Maintenance	\$44,013	\$1,761		\$915	\$46,689
Driskell, Russell D.	Agriculture-Mtn Grv Campus	\$39,494	\$1,580			\$41,074
Driskell, Vickie J.	WP Director of Univ Communications	\$42,839	\$1,714			\$44,553
Driver, Donna J.	Res Life Hous & Din Svc-Fac & Oper	\$34,220	\$1,369		\$356	\$35,945
Dubree, Kimberly L.	College of Education	\$44,132	\$1,765			\$45,897
Dudden, Katie N.	WP Director of Development	\$40,000	\$1,600			\$41,600
Dulaney, Julie A.	WP Admissions	\$31,199	\$1,248			\$32,447
Dunn, William B.	VP University Advancement	\$169,740	\$6,790			\$176,530
Durden, Joni R.	Biology	\$34,870	\$1,395			\$36,265
Durden, Karen G.	Library	\$37,203	\$1,488			\$38,691
Dykes, Barbara J.	WP Instruction	\$39,480	\$1,579			\$41,059
Earnshaw, Dylan	College of Natl & App Science	\$37,253	\$1,490			\$38,743
Easley, Robert E.	Res Life Hous & Din Svc-Fac & Oper	\$30,075	\$1,203		\$2,312	\$33,590
Easter, Eric C.	Planning, Design & Construction	\$44,700	\$1,788			\$46,488
Easter, Lauren N.	Campus Recreation	\$52,567	\$2,103			\$54,670
Edmond, Brian S.	Computer Services	\$85,443	\$3,418		\$6,000	\$94,861
Edwards, Christine J.	Library	\$34,235	\$1,369			\$35,604
Edwards, Tanya	Fac Mgmt-Custodial	\$27,039		\$4,161		\$31,200
Eidson, Shanna M.	Agency for Teaching, Leading & Lng	\$52,118	\$2,085			\$54,203
Eiken, Melissa J.	Library	\$37,972	\$1,519			\$39,491
Eisman, Karen D.	Information Tech & Cybersecurity	\$38,309	\$1,532			\$39,841
Elkins, Sherry B.	Career Center	\$39,250	\$1,570			\$40,820
Elliott, Cindy L.	Physical Therapy	\$36,616	\$1,465			\$38,081

Elliott, Kevin M.	Athletics-Football-Men	\$42,000	\$1,680			\$43,680
Ellis, Brianna N.	VP University Advancement	\$36,000	\$1,440			\$37,440
Ellis, Carol A.	Bookstore	\$35,667	\$1,427			\$37,094
Ellis, Deborah L.	Health & Wellness Center	\$47,187	\$1,887			\$49,074
Elrod, Keri L.	WP Aquatics-Wellness	\$51,575	\$2,063			\$53,638
Elsworth, Elizabeth A.	Office of University Safety	\$33,748	\$1,350			\$35,098
Embretson, Scott A.	Bookstore	\$43,259	\$1,730		\$3,030	\$48,019
Emery, Jeremy J.	Agriculture-Mtn Grv Campus	\$34,029	\$1,361			\$35,390
Endicott, Jordan D.	Political Science	\$37,060	\$1,482			\$38,542
Engler, Karen	Counseling Leadership & Special Ed	\$85,336	\$3,413			\$88,749
Englert, Andrew M.	Office of University Safety	\$73,332	\$2,933			\$76,265
Epperson, Alyson R.	Web Strategy & Development	\$38,213	\$1,529			\$39,742
Epperson, Tracey J.	Fac Mgmt-Maintenance	\$42,639	\$1,706		\$797	\$45,142
Essel, Paul J.	Financial Services	\$63,792	\$2,552			\$66,344
Estes, Rebecca A.	WP Student Advisemnt & Acad Sup Ctr	\$30,451	\$1,218			\$31,669
Euglow, Rebecca A.	Registrar	\$34,237	\$1,369			\$35,606
Euglow, Todd R.	Career Center	\$48,176	\$1,927			\$50,103
Evans, Katie D.	Provost Office	\$52,500	\$2,100			\$54,600
Evans, Kelly T.	Financial Aid	\$54,178	\$2,167		\$4,851	\$61,196
Evans, Paul A.	Athletics-Baseball-Men	\$75,289	\$3,012			\$78,301
Evans, Ronnie D.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Everett, Sheldon D.	Athletics-Basketball-Men	\$100,000	\$4,000			\$104,000
Ewert, Deborah J.	Networking & Telecommunications	\$70,607	\$2,824			\$73,431
Fairchild, Marisa D.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Falls, Berlin D.	Fac Mgmt-Custodial	\$36,052	\$1,442		\$313	\$37,807
Falls, Karen S.	Fac Mgmt-Custodial	\$35,265	\$1,411		\$367	\$37,042
Fan, Jinzi	International Programs	\$49,438	\$1,978			\$51,416
Fansler, Gregory T.	VP University Advancement	\$106,200	\$4,248			\$110,448
Farris, Robin E.	Counseling Leadership & Special Ed	\$51,575	\$2,063			\$53,638
Feeney, Sylvia M.	School of Anesthesia	\$198,132	\$7,925		\$10,000	\$216,057
Feind, Danny W.	KSMU	\$57,803	\$2,312			\$60,115
Ferber, Jason C.	OPT	\$41,123	\$1,645			\$42,768
Ferguson, Michael L.	Alumni Relations	\$51,869	\$2,075			\$53,944
Ferguson, Wendy M.	Development Office	\$110,000	\$4,400			\$114,400
Fife, Jordan	Athletics-Track-Women	\$64,478	\$2,579			\$67,057
Fischer, Scott R.	Library	\$32,045	\$1,282			\$33,327
Fishback, Nelson T.	Athletics-Football-Men	\$52,118	\$2,085			\$54,203
Fisher, Destiney R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Fisher, Megan B.	Athletics Communications	\$35,568	\$1,423			\$36,991
Flannery, Sean M.	Computer Services	\$47,080	\$1,883			\$48,963
Fletcher, Christie M.	Counseling Center	\$36,908	\$1,476			\$38,384
Flores, Tamara L.	College of Business	\$33,219	\$1,329			\$34,548

Ford, Dana S.	Athletics-Basketball-Men	\$438,368	\$17,535			\$455,903
Forester, Carol L.	Office of University Safety	\$32,672	\$1,307			\$33,979
Forshee, Bryan T.	Technology & Construction Mgmt	\$48,766	\$1,951			\$50,717
Foster, Karen M.	Plaster Student Union Admin	\$40,777	\$1,631			\$42,408
Foucart, Stephen C.	Financial Services	\$171,422	\$6,857			\$178,279
Fouch, Ronald	Athletics-Football-Men	\$62,418	\$2,497			\$64,915
Fouts, Zachary D.	Office of University Safety	\$30,679		\$521	\$3,682	\$34,882
Fox, Michael	Networking & Telecommunications	\$45,759	\$1,830			\$47,589
Francka, Jacob J.	Fac Mgmt-Maintenance	\$44,880	\$1,795		\$934	\$47,609
Francka, Samantha J.	International Programs	\$50,604	\$2,024			\$52,628
Franklin, Anthony R.	Counseling Center	\$44,908	\$1,796			\$46,704
Franklin, Keri R.	Public Affairs & Assessment	\$144,818	\$5,793			\$150,611
Frazier, Toryana N.	Financial Services	\$39,120	\$1,565			\$40,685
Frazure, Teresa A.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Frederick, Susan D.	Athletics-Softball-Women	\$54,419	\$2,177			\$56,596
Frederick, Teresa L.	Res Life Hous & Din Svc-Fac & Oper	\$93,771	\$3,751			\$97,522
Freeman, Kevin L.	Agency for Teaching, Leading & Lng	\$52,118	\$2,085			\$54,203
Freeman, Louis M.	Web Strategy & Development	\$39,998	\$1,600			\$41,598
French, Laura E.	Library	\$58,710	\$2,348			\$61,058
Frerichs, Warren R.	Graduate College	\$38,350	\$1,534			\$39,884
Frevert, Brandon K.	Juanita K Hammons Hall	\$37,698	\$1,508			\$39,206
Frey, Mary K.	Campus Recreation	\$29,690	\$1,188	\$322	\$2,000	\$33,200
Friedland, Russell A.	Athletics-Volleyball-Women	\$57,268	\$2,291			\$59,559
Friga, Tara M.	Disability Resource Center	\$37,698	\$1,508			\$39,206
Fritz, Marla D.	Advancement Services	\$31,199	\$1,248			\$32,447
Frizell, Michael L.	Bear Claw	\$66,601	\$2,664			\$69,265
Gao, Yan	Financial Services	\$49,028	\$1,961			\$50,989
Gardner, Hobart J.	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$1,000	\$41,019
Gardner, Michael R.	Office of University Safety	\$39,602	\$1,584		\$3,370	\$44,556
Garland, Brett E.	Criminology	\$128,455	\$5,138			\$133,593
Garland, Diana K.	Bear Claw	\$62,070	\$2,483			\$64,553
Garman, Stephen R.	Financial Aid	\$51,575	\$2,063			\$53,638
Garner, Chuck L.	Agency for Teaching, Leading & Lng	\$84,000	\$3,360			\$87,360
Garton, Edwin M.	Provost Office	\$66,410	\$2,656			\$69,066
Gaspard, Mason J.	International Services	\$40,000	\$1,600			\$41,600
Geiger, Lacey J.	Computer Services	\$58,842	\$2,354			\$61,196
Genisio, Carlye J.	PSU-Student Engagement	\$40,000	\$1,600			\$41,600
George, Jessica N.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
George, Nathaniel C.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Gibbs, William E.	Residence Life Housing & Dining Svc	\$22,533	\$901	\$2,462	\$936	\$26,832
Gibson, Deana L.	Geography Geology & Planning	\$37,658	\$1,506			\$39,164
Gibson, Peggy S.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512

Gieselman France, Tracie D.	Library	\$45,748	\$1,830			\$47,578
Gilbert, Tyler	Facilities Management	\$30,887	\$1,235		\$1,372	\$33,495
Gildard, Myles	McQueary College of Hlth & Hman Svcs	\$53,500	\$2,140			\$55,640
Giles, Chelsey N.	Financial Aid	\$69,361	\$2,774			\$72,135
Gladden, Monte D.	JQH Arena	\$51,010	\$2,040			\$53,050
Glaessgen, Tracey A.	Centr Academic Success & Transition	\$62,187	\$2,487			\$64,674
Glynn, Timothy S.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$1,560	\$32,760
Gnau, Jaime B.	Biomedical Sciences	\$49,028	\$1,961			\$50,989
Goerndt, Angela M.	Research Administration	\$50,285	\$2,011			\$52,296
Goheen, Donicia K.	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Golden, Mary L.	Provost Office	\$57,164	\$2,287			\$59,451
Gong, Xiao'ou	College of Business	\$57,032	\$2,281			\$59,313
Good, William C.	College of Natl & App Science	\$47,080	\$1,883			\$48,963
Goodman, Melissa R.	Intercollegiate Athletics	\$51,575	\$2,063			\$53,638
Goodwin, Amy M.	Communication Sciences & Disorders	\$30,611	\$1,224			\$31,835
Goodwin, Debra A.	Development Office	\$38,001	\$1,520			\$39,521
Goodwin, Juliana L.	Creative Services	\$39,243	\$1,570			\$40,813
Gordon, Nancy A.	Faculty Ctr for Teaching & Learning	\$73,690	\$2,948			\$76,638
Grace, Amy R.	Fac Mgmt-Grounds	\$29,099	\$1,164	\$937	\$2,413	\$33,613
Grady, Margaret E.	Residence Life Housing & Dining Svc	\$37,253	\$1,490			\$38,743
Graham, Alexandra E.	WP Dean of Acad Affairs Office	\$49,961	\$1,998			\$51,959
Graham, Christy L.	Graduate College	\$50,123	\$2,005			\$52,128
Graham, Diana	Res Life Hous & Din Svc-Fac & Oper	\$40,258	\$1,610			\$41,868
Green, Carol J.	Institutional Research	\$43,637	\$1,745			\$45,382
Green, Marian E.	Counseling Leadership & Special Ed	\$32,583	\$1,303			\$33,886
Green, Toni	Residence Life Housing & Dining Svc	\$37,253	\$1,490			\$38,743
Greer, Brenda K.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Greiner, Douglas E.	Counseling Center	\$41,000	\$1,640			\$42,640
Grevillius, Jeffrey R.	Bookstore	\$52,294	\$2,092			\$54,386
Gribben, Eric A.	Fac Mgmt-Maintenance	\$43,679	\$1,747			\$45,426
Grills, Benton G.	WP Physical Plant	\$31,181	\$1,247			\$32,428
Grimsley, Jared A.	Residence Life Housing & Dining Svc	\$45,200	\$1,808			\$47,008
Grindstaff, Brian K.	College of Natl & App Science	\$51,351	\$2,054			\$53,405
Gross, Tracy L.	Agency for Teaching, Leading & Lng	\$78,628	\$3,145			\$81,773
Grover, Bethanne	Multicultural Services	\$36,600	\$1,464			\$38,064
Guttin, Keith	Athletics-Baseball-Men	\$132,453	\$5,298			\$137,751
Gwaltney, Michael	WP Physical Plant	\$29,540	\$1,182	\$478		\$31,200
Hackeson, Michael	Networking & Telecommunications	\$67,461	\$2,698			\$70,159
Hackney, James M.	Physical Therapy	\$107,628	\$4,305			\$111,933
Hackworth, Michel K.	Financial Services	\$76,447	\$3,058			\$79,505
Hader, William K.	International Programs	\$61,161	\$2,446			\$63,607
Haener, Lori B.	Health & Wellness Center	\$50,902	\$2,036			\$52,938

Hagenhoff, Cynthia M.	McQueary College of Hlth & Hman Svs	\$40,728	\$1,629			\$42,357
Hahn, Kathleen S.	School of Anesthesia	\$41,373	\$1,655			\$43,028
Hains, Kathleen	Theatre & Dance	\$28,954	\$1,158	\$1,088		\$31,200
Hall, David A.	Office of University Safety	\$105,648	\$4,226			\$109,874
Hall, John A.	Adult Student Services	\$43,650	\$1,746			\$45,396
Hall, Stefani N.	Multicultural Services	\$35,505	\$1,420			\$36,925
Halpin, Maxwell C.	Athletics-Football-Men	\$72,100	\$2,884			\$74,984
Hamilton, Melisa A.	Assoc VP for Economic Development	\$31,518	\$1,261		\$2,288	\$35,067
Hamilton, Timmarie I.	Social Work	\$41,931	\$1,677			\$43,608
Hammers, Michael G.	Fac Mgmt-Maintenance	\$48,381	\$1,935		\$1,258	\$51,574
Hamon, Pascal	English Language Institute	\$58,535	\$2,341			\$60,876
Hampton, Mona J.	Procurement Services	\$31,448	\$1,258			\$32,706
Hand, Gretchen D.	Intercollegiate Athletics	\$28,000	\$1,120	\$2,080		\$31,200
Handley, Scott E.	Honors College	\$53,194	\$2,128			\$55,322
Haney, Lisa M.	Ctr for Archeological Research	\$42,304	\$1,692			\$43,996
Haney, Teresa A.	Admissions	\$82,484	\$3,299			\$85,783
Hankins, Amy D.	Library	\$37,671	\$1,507			\$39,178
Hannum, Brad D.	Cybersecurity & Enterprise System	\$70,607	\$2,824			\$73,431
Harbaugh, Rebecca	Registrar	\$59,404	\$2,376			\$61,780
Hardcastle, Joseph	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Hardy, Jason A.	College of Business	\$37,253	\$1,490		\$1,500	\$40,243
Hardy, Madison E.	Financial Aid	\$30,471	\$1,219			\$31,690
Haring, Katherine	College of Business	\$54,251	\$2,170			\$56,421
Harp, Paige E.	Library	\$41,550	\$1,662			\$43,212
Harp, Patrick D.	Computer Services	\$47,080	\$1,883		\$1,500	\$50,463
Harper, Alison K.	Development Office	\$64,852	\$2,594			\$67,446
Harris, Alma J.	WP Physical Plant	\$25,084	\$1,003	\$5,112		\$31,200
Harris, Hannah J.	Psychology	\$52,131	\$2,085			\$54,216
Harris, Laura M.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Harrison, Rebecca L.	International Programs	\$37,253	\$1,490			\$38,743
Hart, Algerian	Graduate College	\$115,978	\$4,639			\$120,617
Harter, Sharon K.	McQueary College of Hlth & Hman Svs	\$30,000	\$1,200			\$31,200
Hartman, Megan R.	Financial Services	\$41,926	\$1,677			\$43,603
Hartzler, Nathan S.	College of Arts & Letters	\$53,726	\$2,149			\$55,875
Harvey, Terrill A.	Bookstore	\$34,893	\$1,396			\$36,289
Hashmi, Stephanie T.	Child Development Center	\$30,471	\$1,219			\$31,690
Hatz, Caleb J.	Childhood Ed & Family Studies	\$46,968	\$1,879			\$48,847
Haug, Allison D.	Creative Services	\$39,000	\$1,560			\$40,560
Hauschildt, Mitchell D.	Athletic Medical & Rehab Services	\$51,185	\$2,047			\$53,232
Hauschildt, Shannon M.	Physician Assistant Studies	\$86,541	\$3,462		\$5,000	\$95,003
Hawkins, Derrick L.	Fac Mgmt-Maintenance	\$44,220	\$1,769		\$1,683	\$47,671
Hawkins, Joseph S.	Athletics-Baseball-Men	\$52,671	\$2,107			\$54,778

Hawkins, Ross J.	Academic Advising And Transfer Ctr	\$70,658	\$2,826		\$6,700	\$80,184
Hawkins, Thomas R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Hayes, Frances C.	Juanita K Hammons Hall	\$37,698	\$1,508			\$39,206
Haymans, Leonard A.	Fac Mgmt-Maintenance	\$50,470	\$2,019		\$1,601	\$54,089
Haynes, Brian K.	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$400	\$40,418
Haynes, Tabitha J.	VP Diversity & Inclusion	\$51,575	\$2,063		\$2,682	\$56,320
Hays, Brian J.	College of Natl & App Science	\$55,295	\$2,212			\$57,507
Hays, Nicole	Computer Services	\$54,201	\$2,168			\$56,369
Heaton, Brian D.	Web Strategy & Development	\$70,906	\$2,836			\$73,742
Hecke, Brianna M.	PSU-Event And Meeting Services	\$28,565	\$1,143	\$1,492		\$31,200
Helton, Kelli N.	Psychology	\$31,230	\$1,249			\$32,479
Henderson, Tabitha L.	Finance & General Business	\$31,752	\$1,270			\$33,022
Hendrickson, Donald R.	Advancement Services	\$51,489	\$2,060			\$53,549
Henke, Jane A.	Counseling Center	\$44,908	\$1,796			\$46,704
Henline, Jamie L.	KSMU	\$40,945	\$1,638		\$3,275	\$45,858
Henne, Cassandra A.	AHEC	\$42,284	\$1,691			\$43,975
Hensley, Kathryn M.	Financial Services	\$51,009	\$2,040			\$53,049
Hensley, Ronald E.	WP Physical Plant	\$62,754	\$2,510			\$65,264
Henson, Ginger M.	Financial Aid	\$30,783	\$1,231		\$434	\$32,448
Herchenroeder, Cory A.	Athletics-Soccer-Women	\$35,000	\$1,400			\$36,400
Herl, Jase L.	Athletics-Basketball-Men	\$150,000	\$6,000			\$156,000
Hernandez, Tamara L.	Office of Human Resources	\$37,756	\$1,510			\$39,266
Herr, Mark L.	Fac Mgmt-Maintenance	\$31,199	\$1,248		\$324	\$32,772
Heslip, Chris F.	Facilities Management	\$42,096	\$1,684		\$438	\$44,218
Heslip, Christina P.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Hess, Joshua W.	Water Institute	\$41,818	\$1,673			\$43,491
Hesse, Holly R.	Athletics-Softball-Women	\$89,137	\$3,565			\$92,702
Hetzler, Tona M.	Public Health & Sports Medicine	\$125,989	\$5,040			\$131,029
Hicks, Lindsey K.	WP Career Development Center	\$43,000	\$1,720			\$44,720
High, Carrie A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$1,560	\$32,760
Hill, Callie N.	Office of Human Resources	\$41,700	\$1,668			\$43,368
Hill, Patrick R.	Art & Design	\$36,383	\$1,455			\$37,838
Hill, Sheryl K.	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$1,248	\$32,448
Hill, Susanna J.	Agency for Teaching, Leading & Lng	\$57,961	\$2,318			\$60,279
Himes, Marcia K.	Physical Therapy	\$90,283	\$3,611		\$5,000	\$98,894
Hintze, Ingrid G.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Hirdler, Alexander J.	Intercollegiate Athletics	\$52,118	\$2,085			\$54,203
Hittenberger Ortiz, Rhonda L.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Hoener, Jeff D.	Computer Services	\$60,167	\$2,407			\$62,574
Hoff, Nathan E.	Registrar	\$62,880	\$2,515			\$65,395
Hoggarth, Joshua	Facilities Management - Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Holland, Sharon L.	WP Bookstore	\$48,755	\$1,950			\$50,705

Hollis, Ted	University Safety	\$30,680		\$520	\$3,682	\$34,882
Holmes, Julia M.	Legal Affairs & Compliance	\$66,217	\$2,649		\$7,946	\$76,812
Holt, Shannon B.	Registrar	\$58,308	\$2,332			\$60,640
Hook, Joi A.	Agency for Teaching, Leading & Lng	\$35,545	\$1,422			\$36,967
Hope, Marsha A.	Admissions	\$38,036	\$1,521			\$39,557
Hopkins, Jennifer B.	Greenwood Lab School	\$57,061	\$2,282			\$59,343
Hopkins, Joshua T.	College of Education	\$47,840	\$1,914			\$49,754
Hornback, James F.	College of Business	\$37,253	\$1,490		\$1,500	\$40,243
Hornberger, Robert S.	Enrollment Management & Services	\$122,200	\$4,888			\$127,088
Horne, Nicholas V.	Trio	\$50,000	\$2,000			\$52,000
Horst, Kevin	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$400	\$40,419
Horton, Tara L.	SBDC	\$56,178	\$2,247			\$58,425
Howard, Susanne F.	Envrn Plnt Sci & Nat Rsrcs	\$43,112	\$1,724			\$44,836
Howell, Cynthia L.	Development Office	\$64,852	\$2,594			\$67,446
Hubbard, Austin	Printing Services	\$35,335	\$1,413			\$36,748
Huelskamp, James G.	Fac Mgmt-Maintenance	\$38,688	\$1,548		\$805	\$41,040
Huey, Paula J.	Office of Human Resources	\$43,841	\$1,754			\$45,595
Huff, Kristina N.	WP Student Services	\$27,279	\$1,091	\$2,830	\$312	\$31,512
Huffman, Stephanie P.	Reading Foundations & Technology	\$113,918	\$4,557			\$118,475
Hulett, Michelle J.	College of Business	\$57,866	\$2,315			\$60,181
Humbyrd, Sandra J.	Agency for Teaching, Leading & Lng	\$52,118	\$2,085			\$54,203
Humiston, John L.	Fac Mgmt-Maintenance	\$39,914	\$1,597		\$1,038	\$42,548
Hunt, Anna B.	Theatre & Dance	\$39,827	\$1,593			\$41,420
Hunt, Chastity A.	Intercollegiate Athletics	\$103,805	\$4,152			\$107,957
Hurn, Patrick J.	Office of Human Resources	\$80,000	\$3,200			\$83,200
Hurt, Timothy W.	Computer Services	\$52,730	\$2,109			\$54,839
Iler, Bradley L.	Office of University Safety	\$29,639	\$1,186	\$375	\$2,600	\$33,800
Iler, Kimberly A.	Facilities Management	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Ingle, Patricia G.	Development Office	\$72,795	\$2,912			\$75,707
Inmon, Joshua S.	Juanita K Hammons Hall	\$42,405	\$1,696			\$44,101
Ireland, Kimberly D.	Communication Sciences & Disorders	\$65,454	\$2,618			\$68,072
Irons, Chrystal D.	SBDC	\$75,302	\$3,012			\$78,314
Ivy-Medlock, Vonetta L.	Financial Aid	\$35,568	\$1,423			\$36,991
Jacobs, Erin S.	Child Development Center	\$23,504	\$940	\$6,756		\$31,200
Jacobsen, Jeffrey E.	Athletics-Swimming-Men	\$28,280	\$1,131	\$1,789		\$31,200
Jacobson, Victoria L.	Financial Aid	\$42,060	\$1,682			\$43,742
Jaeger, Randall W.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Jahnke, Tamera S.	College of Natl & App Science	\$160,741	\$6,430			\$167,171
Jarvis, Michael L.	Greenwood Lab School	\$33,279	\$1,331			\$34,611
Jay, Jon R.	Res Life Hous & Din Svc-Fac & Oper	\$40,259	\$1,610			\$41,869
Jean, Paula M.	Res Life Hous & Din Svc-Fac & Oper	\$38,110	\$1,524		\$366	\$40,000
Jeffreys, Joshua	Computer Services	\$47,080	\$1,883			\$48,963

Jenkins, Paige M.	PSU-Student Engagement	\$37,253	\$1,490			\$38,743
Jennings, Shannon M.	Cybersecurity & Enterprise System	\$64,379	\$2,575			\$66,954
Jessee, Katy J.	College of Business	\$39,917	\$1,597		\$1,500	\$43,014
Jett, Melissa J.	WP Admissions	\$51,575	\$2,063			\$53,638
Jochims, Lynda A.	Financial Services	\$49,028	\$1,961			\$50,989
Johns, Justin L.	Counseling Center	\$49,211	\$1,968			\$51,179
Johnson, Alex B.	Citizenship & Service Learning	\$45,770	\$1,831			\$47,601
Johnson, David R.	McQueary College of Hlth & Hman Svs	\$43,521	\$1,741			\$45,262
Johnson, Janelle A.	Library	\$47,080	\$1,883			\$48,963
Johnson, Mark A.	Res Life Hous & Din Svc-Fac & Oper	\$35,266	\$1,411		\$367	\$37,043
Johnson, Reginald L.	Athletics-Football-Men	\$88,168	\$3,527			\$91,695
Johnson, Sandra L.	Faculty Senate	\$33,394	\$1,336			\$34,730
Johnston, Jennifer A.	English Language Institute	\$52,982	\$2,119			\$55,101
Jolley, Jason R.	College of Arts & Letters	\$106,411	\$4,256			\$110,667
Jones, Adja D.	Dr Mary Jo Wynn Acdm Achievement Ct	\$51,500	\$2,060			\$53,560
Jones, Barbara J.	College of Arts & Letters	\$53,849	\$2,154			\$56,003
Jones, Billie W.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Jones, Brian K.	Fac Mgmt-Custodial	\$35,591	\$1,424		\$370	\$37,385
Jones, Douglas	Fac Mgmt - Grounds	\$29,973		\$1,227	\$2,080	\$33,280
Jones, Grant P.	Internal Audit And Risk Management	\$65,000	\$2,600			\$67,600
Jones, Jacqueline M.	Financial Services	\$41,499	\$1,660			\$43,159
Jones, Jeffrey S.	Finance & General Business	\$165,926	\$6,637			\$172,563
Jones, Lauren E.	Communication Sciences & Disorders	\$72,272	\$2,891		\$5,000	\$80,163
Jones, Matthew C.	Hammons Student Center	\$39,828	\$1,593			\$41,421
Jones, Nadine J.	Technology & Construction Mgmt	\$34,285	\$1,371			\$35,656
Jones, Peggy S.	VP Student Affairs	\$52,294	\$2,092			\$54,386
Jones, Regan E.	Athletics Communications	\$35,568	\$1,423			\$36,991
Jones, Sarah M.	Communication Sciences & Disorders	\$71,070	\$2,843		\$5,000	\$78,913
Jones, Scott A.	Dual Credit	\$67,980	\$2,719			\$70,699
Jones, Sherry J.	Biology	\$35,667	\$1,427			\$37,094
Jordan, Linda S.	English	\$40,899	\$1,636			\$42,535
Kahre, Peggy	Marketing	\$32,888	\$1,316			\$34,204
Kane, Kevin C.	Athletics-Golf-Women	\$43,807	\$1,752			\$45,559
Katangur, Ajay K.	Computer Science	\$149,507	\$5,980			\$155,487
Keaton, James K.	School of Anesthesia	\$164,800	\$6,592			\$171,392
Keele, Campbell M.	Academic Advising And Transfer Ctr	\$42,000	\$1,680			\$43,680
Keene, Amy M.	Admissions	\$35,989	\$1,440			\$37,429
Keeth, Jonathan G.	Jordan Valley Innovation Center	\$65,446	\$2,618		\$2,337	\$70,401
Keller, Forrest C.	Fac Mgmt-Maintenance	\$45,754	\$1,830		\$1,737	\$49,321
Kelley, Bart L.	Office of Human Resources	\$62,777	\$2,511			\$65,288
Kelley, Zackary L.	Campus Recreation	\$41,000	\$1,640			\$42,640
Kemp, Michael A.	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$1,136	\$46,562

Kempke, Christopher T.	Ctr Resource Planning & Management	\$48,410	\$1,936		\$50,346
Kennedy, Kathleen A.	History	\$120,171	\$4,807		\$124,978
Kennedy, Robin D.	McQueary College of Hlth & Hman Svs	\$63,964	\$2,559		\$66,523
Kerley, Christina J.	WP Business Office	\$55,322	\$2,213		\$57,535
Kerley, Lauren E.	WP Financial Aid	\$35,568	\$1,423		\$36,991
Kerns, Ronald E.	WP Director of Univ Communications	\$40,121	\$1,605		\$41,726
Kesireddy, Jhansi	Residence Life Housing & Dining Svc	\$56,000	\$2,240		\$58,240
Ketchum-Brewer, Karmen L.	College of Business	\$40,621	\$1,625	\$1,500	\$43,746
Kettering, Denise T.	Advancement Services	\$85,853	\$3,434		\$89,287
Kettler, Bonnie B.	Juanita K Hammons Hall	\$31,199	\$1,248		\$32,447
Keuneke, Mark A.	Hammons Student Center	\$34,652	\$1,386		\$36,038
Keyes, Chloe E.	Ctr for Biomedical & Life Sciences	\$32,753	\$1,310		\$34,063
Kidula, Iris	English Language Institute	\$30,575	\$1,223		\$31,798
Kielhofner, Robert B.	Facilities Management	\$105,648	\$4,226		\$109,874
Kim, Hae	Biology	\$36,635	\$1,465		\$38,100
Kindhart, Richard S.	Athletics Communications	\$78,175	\$3,127		\$81,302
Kingham, Susan D.	PSU-Student Engagement	\$33,285	\$1,331		\$34,616
Kintner, Ellen G.	Financial Aid	\$32,351	\$1,294		\$33,645
Klem, Michael E.	College of Agriculture	\$58,842	\$2,354		\$61,196
Kliethermes, Sean W.	Admissions	\$54,184	\$2,167		\$56,351
Knackstedt, Konya L.	Campus Recreation	\$43,437	\$1,737	\$2,000	\$47,174
Knepper, Charna M.	Health & Wellness Center	\$51,896	\$2,076		\$53,972
Knight, Choompoonoot	Registrar	\$41,532	\$1,661		\$43,193
Knight, Rachel A.	OPT	\$106,189	\$4,248		\$110,437
Kobus, Nichole A.	Plaster Student Union Physical Plnt	\$27,039	\$1,082	\$3,079	\$31,200
Koch, Kimberly M.	School of Nursing	\$29,119	\$1,165	\$916	\$31,200
Kouns, Holly B.	Library	\$72,718	\$2,909		\$75,627
Kramer, Vicki	Provost Office	\$37,256	\$1,490	\$4,344	\$43,090
Kunkel, Allen D.	Assoc VP for Economic Development	\$136,917	\$5,477	\$2,606	\$145,000
Ladd, Ronda R.	VP Administrative Services	\$40,475	\$1,619		\$42,094
Lafarlette, Melissa D.	Public Health & Sports Medicine	\$30,492	\$1,220		\$31,712
Lair, Heath F.	WP Information Technology Services	\$50,504	\$2,020		\$52,524
Lair, Krista J.	WP Dean of Acad Affairs Office	\$51,500	\$2,060		\$53,560
Laird, Molly B.	Public Health & Sports Medicine	\$31,199	\$1,248		\$32,447
Lama, Kasey R.	Financial Services	\$49,028	\$1,961		\$50,989
Lambert, Joshua D.	Library	\$73,049	\$2,922		\$75,971
Lampe, Gabrael	School of Nursing	\$44,908	\$1,796		\$46,704
Lancaster, Dennis L.	WP Chancellors Office	\$160,000	\$6,400		\$166,400
Lange, Evelyn R.	Child Development Center	\$31,448	\$1,258		\$32,706
LaPalm, Daniel A.	Campus Recreation	\$38,929	\$1,557	\$3,000	\$43,486
Lapel, Christina M.	International Services	\$50,000	\$2,000		\$52,000
Larimore Vargas, Aubrey E.	Computer Services	\$60,167	\$2,407		\$62,574

Laswell, Kevin M.	Res Life Hous & Din Svc-Fac & Oper	\$27,913	\$1,117	\$2,170	\$1,560	\$32,760
Lavish, LaTrisha D.	AHEC	\$41,217	\$1,649			\$42,866
Lawson, Jeffrey L.	Library	\$34,945	\$1,398			\$36,343
Layman, Jill K.	School of Anesthesia	\$159,852	\$6,394		\$10,000	\$176,246
Leas, Brian P.	Faculty Ctr for Teaching & Learning	\$60,167	\$2,407			\$62,574
Lee, Anthony R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Lee, Chandler T.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Lee, Jamie N.	Computer Services	\$47,080	\$1,883		\$1,500	\$50,463
Lee, Jason A.	Networking & Telecommunications	\$63,777	\$2,551			\$66,328
Lee, Jonathan E.	Computer Services	\$70,607	\$2,824			\$73,431
Lee, Rose M.	College of Education	\$39,519	\$1,581		\$2,500	\$43,600
Leeper, Nancy M.	WP Student Services	\$45,500	\$1,820			\$47,320
Lehmann, Timothy A.	Disability Resource Center	\$38,963	\$1,559			\$40,522
Lesley, Rhonda	Counseling Center	\$85,587	\$3,423			\$89,010
Lester, Sharon D.	Bursars Office	\$36,442	\$1,458			\$37,900
Letterman, Debbie S.	PSU-Event & Meeting Services	\$42,848	\$1,714			\$44,562
Lewellen, Ashleigh M.	Campus Recreation	\$69,570	\$2,783		\$2,211	\$74,564
Lewis, Betty L.	International Programs	\$64,684	\$2,587			\$67,271
Li, Yingying	Office of Education Abroad	\$24,570	\$983			\$25,553
Liggett, Allan J.	Public Health & Sports Medicine	\$73,752	\$2,950		\$4,000	\$80,702
Lin, Shawn R.	Computer Services	\$57,493	\$2,300			\$59,793
Lindeman, Jeanne M.	Registrar	\$57,268	\$2,291			\$59,559
Lindsay, George L.	Fac Mgmt-Maintenance	\$46,315	\$1,853		\$963	\$49,131
Lindsay, Teresa A.	Financial Services	\$81,046	\$3,242			\$84,288
Lininger, M G.	College of Natl & App Science	\$39,969	\$1,599			\$41,568
Lippelman, Joshua A.	Office of University Safety	\$30,679	\$1,227		\$3,453	\$35,359
Liu, Dandan	VP Community & Global Partnerships	\$62,613	\$2,505			\$65,118
Livingston, Corbin R.	OPT	\$29,479	\$1,179	\$542		\$31,200
Lo, Tsee B.	Fac Mgmt-Grounds	\$29,973	\$1,199	\$28	\$3,411	\$34,611
Lofton, Denise	Office of Human Resources	\$52,070	\$2,083			\$54,153
Loge, Jana L.	Agency for Teaching, Leading & Lng	\$75,560	\$3,022			\$78,582
Long, Ronnie J.	Office of University Safety	\$36,099	\$1,444		\$3,037	\$40,580
Long, Shelia J.	Agriculture-Mtn Grv Campus	\$29,617	\$1,185	\$399		\$31,200
Lopez, Maria L.	Bursars Office	\$31,448	\$1,258			\$32,706
Lovekamp, Lindsey R.	Provost Office	\$54,738	\$2,190			\$56,927
Loveland, Marina C.	Research Administration	\$65,348	\$2,614			\$67,962
Lueck, Eric B.	Agriculture-Mtn Grv Campus	\$32,292	\$1,292			\$33,584
Lueck, Marty	Agriculture-Mtn Grv Campus	\$76,967	\$3,079			\$80,046
Luellen, Heather M.	Theatre & Dance	\$53,648	\$2,146			\$55,794
Lupfer, Shayla M.	Research Administration	\$29,892	\$1,196	\$112		\$31,200
Lux, Anastasia	Athletics-Volleyball-Women	\$41,818	\$1,673			\$43,491
Lynch, Ethan M.	Computer Services	\$50,786	\$2,031			\$52,817

Lyon, Eric W.	Fac Mgmt-Custodial	\$40,259	\$1,610		\$419	\$42,288
Maben, Katelyn D.	Physician Assistant Studies	\$84,460	\$3,378			\$87,838
Madsen, Michelle M.	Residence Life Housing & Dining Svc	\$49,526	\$1,981			\$51,507
Magruder, Matthew A.	Admissions	\$58,842	\$2,354			\$61,196
Mahan, Elizabeth W.	WP Allied Health Division	\$48,000	\$1,920			\$49,920
Maher-Felton, Lyssa E.	Communication Sciences & Disorders	\$30,485	\$1,219			\$31,704
Major, Kelsey C.	Multicultural Services	\$43,260	\$1,730			\$44,990
Malarkey, Elizabeth A.	KSMU	\$40,235	\$1,609			\$41,844
Mallonee, Blanca V.	Student Success	\$40,209	\$1,608			\$41,817
Mantie-Kozlowski, Alana R.	Communication Sciences & Disorders	\$114,423	\$4,577		\$1,500	\$120,500
Marcak, Angela J.	WP Registration & Records	\$32,116	\$1,285			\$33,401
Marcum, Andrew C.	College of Business	\$53,847	\$2,154			\$56,001
Mardis, Michael	Planning, Design & Construction	\$78,632	\$3,145			\$81,777
Marler, Morgan E.	International Programs	\$22,776	\$911			\$23,687
Marler, Travis L.	College of Education	\$47,080	\$1,883		\$760	\$49,723
Marre Jr, Ted	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Martin, Galen L.	Health & Wellness Center	\$55,000	\$2,200			\$57,200
Martin, Keith A.	Office of University Safety	\$31,600	\$1,264		\$3,453	\$36,317
Martin, Robert J.	Cybersecurity & Enterprise System	\$105,599	\$4,224			\$109,823
Mason, Alexa B.	Ctr Resource Planning & Management	\$43,260	\$1,730			\$44,990
Massey, Eddie	Agriculture-Mtn Grv Campus	\$29,866	\$1,195	\$139		\$31,200
Masterson, Julie J.	Graduate College	\$153,415	\$6,137			\$159,552
Mathis, S A.	Biology	\$132,977	\$5,319			\$138,296
Mattheis, Jon M.	Facilities Management	\$37,439	\$1,498		\$915	\$39,851
Matthews, John W.	Office of University Safety	\$52,118	\$2,085			\$54,203
Matthews, Victor H.	College of Hum & Pub Affairs	\$159,863	\$6,395			\$166,258
Mawhiney, Shannon N.	Library	\$48,243	\$1,930			\$50,173
Mayanovic, Robert A.	Physics Astronomy & Materials Sci	\$125,900	\$5,036			\$130,936
Mayes, Hillary J.	McQueary College of Hlth & Hman Svs	\$65,000	\$2,600			\$67,600
McBride, Amber M.	Graduate College	\$34,939	\$1,398			\$36,337
McCall, Stefanie D.	OPT	\$45,000	\$1,800			\$46,800
McCart, Rachelle I.	Fac Mgmt-Custodial	\$31,729	\$1,269		\$855	\$33,853
McCartney, Christine L.	Dr Mary Jo Wynn Acdm Achievement Ct	\$40,170	\$1,607			\$41,777
McCarty, Mark A.	Printing Services	\$68,828	\$2,753			\$71,581
McComb, Shannon R.	COE-Education Advisement	\$29,119	\$1,165	\$916		\$31,200
McComb, Shawn W.	Computer Services	\$50,846	\$2,034			\$52,880
McCoy, Jodi Lynn	Art & Design	\$50,058	\$2,002			\$52,060
McCoy, Katelyn N.	Agribusiness, Ag Ed & Comm	\$50,920	\$2,037			\$52,957
McCoy, Tai L.	Admissions	\$41,849	\$1,674			\$43,523
McCoy, Theresa A.	CIO Information Services	\$113,918	\$4,557			\$118,475
McCoy, William J.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
McCrory, Kenneth L.	College of Natl & App Science	\$68,002	\$2,720			\$70,722

McCrory, Sue A.	Library	\$52,311	\$2,092			\$54,403
McDonald, Michelle D.	Admissions	\$32,329	\$1,293			\$33,622
McElwain, Amanda J.	Facilities Management	\$29,339	\$1,174	\$687	\$1,685	\$32,885
McElwain, Jason T.	Fac Mgmt-Maintenance	\$48,381	\$1,935		\$1,258	\$51,574
McEowen, Lisa L.	Library	\$42,545	\$1,702			\$44,247
McFadden, Robert C.	Campus Recreation	\$29,911	\$1,196	\$93	\$1,560	\$32,760
McGauley, Larry J.	Fac Mgmt-Maintenance	\$48,369	\$1,935		\$1,006	\$51,310
McGee, Emily A.	Planning, Design & Construction	\$74,922	\$2,997			\$77,919
McGhee, Matthew	Residence Life Housing & Dining Svc	\$45,559	\$1,822			\$47,381
McGinnis, Rachel L.	Research Administration	\$98,044	\$3,922			\$101,966
McGowne, Alan G.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
McGowne, Sheila D.	Advancement Services	\$32,667	\$1,307			\$33,974
McIntyre, Dawn M.	Financial Services	\$52,131	\$2,085			\$54,216
McKinney, Rebekah J.	WP Library	\$55,208	\$2,208			\$57,416
McKinnis, Karen R.	Ozarks Public Health	\$129,517	\$3,497			\$133,014
McLaughlin, John E.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
McNay, Jennifer	Health & Wellness Center	\$169,600	\$6,784			\$176,384
McNish, Natalie B.	Internal Audit & Risk Management	\$120,000	\$4,800			\$124,800
McRoberts, Steven E.	Intercollegiate Athletics	\$113,918	\$4,557			\$118,475
McWilliams, Katie L.	Admissions	\$36,004	\$1,440			\$37,444
Meinert, David B.	College of Business	\$210,478	\$8,419			\$218,897
Mellon, Bascom L.	Administrative Services	\$30,679		\$521	\$3,682	\$34,882
Melton, Micki J.	Procurement Services	\$44,498	\$1,780			\$46,278
Mendenhall, Kathy G.	Office of the Provost	\$58,942	\$2,358			\$61,300
Menefee, Kelsey M.	Advancement Services	\$46,338	\$1,854			\$48,192
Mentzer, Lynn A.	Athletics-Football-Men	\$31,448	\$1,258			\$32,706
Meraz, Juan	VP Diversity & Inclusion	\$83,846	\$3,354		\$4,360	\$91,560
Metzger, Benjamin P.	Admissions	\$58,842	\$2,354			\$61,196
Meyer, Bradley S.	OPT	\$40,913	\$1,637			\$42,550
Meyer, Jennifer R.	Residence Life Housing & Dining Svc	\$22,533	\$901	\$2,462	\$936	\$26,832
Michalak, Janeen L.	Management	\$31,511	\$1,260			\$32,772
Miller, Andrea L.	Library	\$60,329	\$2,413		\$1,000	\$63,742
Miller, Charles K.	English Language Institute	\$36,792	\$1,472			\$38,264
Miller, Dian T.	Juanita K Hammons Hall	\$41,683	\$1,667			\$43,350
Miller, Duane F.	Intercollegiate Athletics	\$37,698	\$1,508			\$39,206
Miller, Kathy L.	Advancement Services	\$43,749	\$1,750			\$45,499
Mills, Brandon A.	Cybersecurity & Enterprise System	\$60,167	\$2,407			\$62,574
Mincey, Martha E.	Art & Design	\$52,609	\$2,104			\$54,713
Minear, Julie D.	Planning, Design & Construction	\$41,303	\$1,652			\$42,955
Mings, Deidre A.	Office of Human Resources	\$62,550	\$2,502			\$65,052
Minor, Andrew R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Minor, Beth H.	Financial Services	\$53,392	\$2,136			\$55,528

Miracle, Nathan A.	Physician Assistant Studies	\$86,053	\$3,442			\$89,495
Mitchell, Donald A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$1,248	\$32,448
Mitchell, Jeffrey D.	Legal Affairs & Compliance	\$103,544	\$4,142		\$1,500	\$109,186
Mitchell, Miroslaba L.	Office of University Safety	\$32,672	\$1,307			\$33,979
Mitchell, Shanon N.	Planning, Design & Construction	\$74,088	\$2,964			\$77,052
Moake, Sara A.	Financial Services	\$37,080	\$1,483			\$38,563
Moats, Kyle L.	Intercollegiate Athletics	\$177,698	\$7,108			\$184,806
Moentnish, Shirley J.	Library	\$46,311	\$1,852			\$48,163
Moles, Howard A.	JQH Arena	\$25,667	\$1,027	\$4,507		\$31,200
Moncrief, Keith A.	Fac Mgmt-Custodial	\$33,549	\$1,342		\$349	\$35,240
Monkres, Lisa J.	Counseling Leadership & Special Ed	\$31,064	\$1,243			\$32,307
Monticelli, Donna M.	WP Admissions	\$31,199	\$1,248			\$32,447
Mook, Natalie	College of Agriculture	\$46,968	\$1,879			\$48,847
Moore, Amy M.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Moore, Bryan	WP Information Technology Services	\$47,554	\$1,902			\$49,456
Moore, David B.	OPT	\$83,184	\$3,327			\$86,511
Moore, Jennifer L.	KSMU	\$61,671	\$2,467			\$64,138
Moore, Paula M.	English Language Institute	\$63,860	\$2,554			\$66,414
Moore, Robert C.	Financial Aid	\$82,484	\$3,299			\$85,783
Moore, Virginia K.	Financial Services	\$31,448	\$1,258			\$32,706
Morell, Julie A.	Res Life Hous & Din Svc-Fac & Oper	\$27,039		\$4,161		\$31,200
Morelock, Melissa A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Moreno, Ronald D.	Fac Mgmt-Custodial	\$35,756	\$1,430		\$372	\$37,558
Moreno, Sherry L.	Fac Mgmt-Custodial	\$30,817	\$1,233		\$1,602	\$33,652
Morgan, Nia P.	Counseling Center	\$44,908	\$1,796			\$46,704
Morganthaler, Jennifer S.	Envrn Plnt Sci & Nat Rsrcs	\$43,650	\$1,746			\$45,396
Morris, Benjamin M.	Fac Mgmt-Maintenance	\$42,639	\$1,706		\$887	\$45,232
Morris, Matthew D.	VP Administrative Services	\$154,745	\$6,190			\$160,935
Morrison, Jeffery K.	Plaster Student Union Physical Plnt	\$37,253	\$1,490			\$38,743
Morrissey, Dennis R.	Fac Mgmt-Maintenance	\$46,272	\$1,851		\$1,203	\$49,326
Morrissey, Sarah I.	Cooperative Engineering Program	\$39,131	\$1,565			\$40,696
Morrow, Samantha L.	Theatre & Dance	\$37,231	\$1,489			\$38,720
Moser, Linda T.	English	\$123,600	\$4,944			\$128,544
Moskalski, Suzanne R.	Financial Services	\$36,940	\$1,478			\$38,418
Mostyn, Andrea L.	Office of Strategic Communication	\$75,368	\$3,015			\$78,383
Motzkus, Shaylee A.	Financial Aid	\$30,471	\$1,219			\$31,690
Muegge, Frederick D.	Health & Wellness Center	\$173,276	\$6,931			\$180,207
Mullins, Marchalain	Computer Services	\$59,481	\$2,379			\$61,860
Mulvey, Adam J.	Intercollegiate Athletics	\$30,396	\$1,216			\$31,612
Munoz Aliaga, Rut E.	Networking & Telecommunications	\$61,972	\$2,479			\$64,451
Murphy, Donna E.	Physician Assistant Studies	\$32,207	\$1,288			\$33,495
Murphy, Jill C.	Office of Human Resources	\$64,890	\$2,596			\$67,486

Murphy, Michael J.	College of Natl & App Science	\$71,936	\$2,877			\$74,813
Murphy, Robert G.	Networking & Telecommunications	\$45,759	\$1,830			\$47,589
Muse, Nicole E.	CIO Information Services	\$44,477	\$1,779			\$46,256
Mustion, Barbara M.	WP Business Office	\$39,271	\$1,571			\$40,842
Mwengi, Suzanne	Centr Academic Success & Transition	\$35,646	\$1,426			\$37,072
Myers, Carrie A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Nag, Nandita	Physics Astronomy & Materials Sci	\$37,253	\$1,490			\$38,743
Nagle, John C.	Office of Video Marketing	\$51,601	\$2,064		\$6,192	\$59,857
Nalley, Tammy J.	Procurement Services	\$31,884	\$1,275			\$33,159
Nance, Frianca G.	College of Agriculture	\$35,547	\$1,422			\$36,969
Neidigh, Douglas W.	Environmental Health & Safety	\$39,111	\$1,564			\$40,675
Nelson, Diane K.	Health & Wellness Center	\$35,041	\$1,402			\$36,443
Nelson, Kirk C.	Athletics-Soccer-Women	\$57,000	\$2,280			\$59,280
Netzer, Frederick	Fac Mgmt-Grounds	\$38,562	\$1,542		\$401	\$40,506
Netzer, Kelly G.	Fac Mgmt-Grounds	\$29,973	\$1,199	\$28	\$3,411	\$34,611
Neuschwander, Nathan M.	Library	\$51,028	\$2,041			\$53,069
Newton, Sean C.	Physical Therapy	\$101,978	\$4,079			\$106,057
Nguyen, Eileen A.	Criminology	\$40,000	\$1,600			\$41,600
Nichols, Elvin J.	Hammons Student Center	\$41,658	\$1,666			\$43,324
Nichols, Linda A.	Financial Aid	\$41,969	\$1,679			\$43,648
Nielsen, Tyler R.	Campus Recreation	\$41,818	\$1,673			\$43,491
Nobles, Katherine	Physician Assistant Studies	\$31,719	\$1,269			\$32,988
Norat, Timothy	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Norcross, Tyler	Fac Mgmt-Maintenance	\$43,887	\$1,755		\$982	\$46,624
Nordyke, Kathy J.	Citizenship & Service Learning	\$62,418	\$2,497			\$64,915
Norgren, Michelle L.	College of Agriculture	\$84,055	\$3,362			\$87,417
Norris, Joye H.	Missouri State Outreach	\$147,707	\$5,908			\$153,615
Nowell, Y A.	Juanita K Hammons Hall	\$37,253	\$1,490			\$38,743
Oaks, Crockett W.	WP Business Office	\$85,000	\$3,400			\$88,400
O'Connell, Brenda C.	Hammons Student Center	\$36,875	\$1,475			\$38,350
Oconnor, Rhonda R.	Library	\$37,458	\$1,498			\$38,956
Odom, Melinda J.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Oetting, Kristi A.	Computer Services	\$83,696	\$3,348			\$87,044
Oetting, Tara L.	Counseling Leadership & Special Ed	\$72,657	\$2,906			\$75,563
Oliver, Andrew J.	Disability Resource Center	\$63,860	\$2,554			\$66,414
Oliver, Michelle J.	Residence Life Housing & Dining Svc	\$22,533	\$901	\$2,462	\$312	\$26,208
Olsen, Michelle D.	Institutional Research	\$100,565	\$4,023			\$104,588
Olson, Debra J.	Health & Wellness Center	\$51,896	\$2,076			\$53,972
Oney, Charles N.	Fac Mgmt-Maintenance	\$43,679	\$1,747			\$45,426
Onofrey, Jeremy P.	Plaster Student Union Physical Plnt	\$27,039	\$1,082	\$3,079		\$31,200
Orf, Michael	WP Dean of Acad Affairs Office	\$100,000	\$4,000			\$104,000
Ortiz, Frank	Fac Mgmt-Custodial	\$43,576	\$1,743		\$453	\$45,772

Ortiz, Mark T.	Athletic Medical & Rehab Services	\$43,000	\$1,720			\$44,720
Osei, Siera L.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040			\$53,040
Osler, Margaret E.	Residence Life Housing & Dining Svc	\$36,399	\$1,456			\$37,855
Ott, Brian L.	Communication	\$121,128	\$4,845			\$125,973
Owen, Marc R.	Water Institute	\$61,420	\$2,457			\$63,877
Owrey, Savonna J.	Bookstore	\$36,592	\$1,464			\$38,056
Oxendine, Paige D.	Assoc VP for Economic Development	\$66,950	\$2,678			\$69,628
Page, Autumn R.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Palmer, Christopher R.	Fac Mgmt-Maintenance	\$42,556	\$1,702		\$1,106	\$45,365
Panza, Juli A.	COE-Education Advisement	\$72,000	\$2,880			\$74,880
Pardue, Mary J.	Media, Journalism & Film	\$100,314	\$4,013			\$104,327
Parnell, Patrick M.	International Services	\$64,941	\$2,598			\$67,539
Parrott, Neva J.	WP Library	\$52,965	\$2,119			\$55,084
Parsons, Stacy L.	WP Business Office	\$31,682	\$1,267			\$32,949
Patel, Rishi J.	Jordan Valley Innovation Center	\$82,084	\$3,283		\$4,104	\$89,472
Patrick, Jamie L.	Office of Human Resources	\$65,000	\$2,600			\$67,600
Patterson, Jacqueline	McQueary College of Hlth & Hman Svs	\$37,596	\$1,504			\$39,100
Patterson, Kathryn A.	School of Nursing	\$97,713	\$3,909			\$101,622
Patterson, Kim M.	Merchandising & Fashion Design	\$33,279	\$1,331			\$34,611
Pattison, Matthew W.	Residence Life Housing & Dining Svc	\$31,248	\$1,250		\$325	\$32,823
Patton, Tracy L.	Library	\$43,714	\$1,749			\$45,463
Payne, Brian D.	Office of University Safety	\$30,679	\$1,227		\$3,453	\$35,359
Peace, Robert M.	Networking & Telecommunications	\$61,972	\$2,479			\$64,451
Pearce, Lori A.	PSU-Event & Meeting Services	\$32,558	\$1,302			\$33,860
Pearson, Belinda A.	Community Outreach	\$43,650	\$1,746			\$45,396
Pecsok, Karen L.	WP Admissions	\$31,812	\$1,272			\$33,084
Pedersen, Johnna N.	Jordan Valley Innovation Center	\$64,513	\$2,581			\$67,094
Penkalski, James T.	Athletic Medical & Rehab Services	\$75,364	\$3,015			\$78,379
Penkalski, Melissa R.	School of Nursing	\$95,076	\$3,803			\$98,879
Penn, Barbara J.	Advancement Services	\$34,621	\$1,385			\$36,006
Penner, Robert S.	Office of University Safety	\$32,435	\$1,297		\$3,453	\$37,185
Perez Batres, Luis A.	Management	\$155,000	\$6,200			\$161,200
Perez, Sofia M.	Office of Strategic Communication	\$50,500	\$2,020			\$52,520
Perine, Elizabeth M.	Athletics-Softball-Women	\$54,419	\$2,177			\$56,596
Perkins, Amy A.	Music	\$40,827	\$1,633			\$42,460
Perkins, Gary D.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$1,248	\$32,448
Perry, Dennis R.	Fac Mgmt-Maintenance	\$45,572	\$1,823		\$948	\$48,343
Perryman, Michael J.	Fac Mgmt-Maintenance	\$54,690	\$2,188		\$1,138	\$58,015
Peters, Thomas A.	Library	\$131,015	\$5,241		\$5,000	\$141,256
Petersen, Sylvia M.	Envrn Plnt Sci & Nat Rsrcs	\$37,253	\$1,490			\$38,743
Peterson, Rachel A.	Alumni Relations	\$44,000	\$1,760			\$45,760
Petkovic, Vickie F.	WP Student Advisemnt & Acad Sup Ctr	\$36,635	\$1,465			\$38,100

Petr, Jeffrey B.	Cybersecurity & Enterprise System	\$76,197	\$3,048		\$79,245
Petrino, Dominic	Athletics-Football-Men	\$104,648	\$4,186		\$108,834
Petrino, Robert P.	Athletics-Football-Men	\$350,000	\$14,000		\$364,000
Pettijohn, Catherine C.	English Language Institute	\$40,788	\$1,632		\$42,420
Pettus, David G.	College of Arts & Letters	\$62,932	\$2,517		\$65,449
Pfankuch, Joseph	Financial Aid	\$35,568	\$1,423		\$36,991
Phay, Jared J.	WP Athletics-Men	\$58,813	\$2,353		\$61,166
Phillips, Jacob R.	Ctr Resource Planning & Management	\$43,000	\$1,720		\$44,720
Phillips, Lovelynn M.	Fac Mgmt-Custodial	\$27,039		\$4,161	\$31,200
Phillips, Mary G.	College of Business	\$44,498	\$1,780		\$46,278
Phinney, Tennie J.	Legal Affairs & Compliance	\$45,626	\$1,825	\$1,000	\$48,451
Phipps, Amy	Agency for Teaching, Leading & Lng	\$52,118	\$2,085		\$54,203
Phipps, Kimberly D.	Printing Services	\$36,587	\$1,463		\$38,050
Piercy, Angela F.	Cooperative Engineering Program	\$31,199	\$1,248		\$32,447
Piercy, Kevin L.	Computer Services	\$88,387	\$3,535	\$5,000	\$96,922
Piilola, Malinda L.	Alumni Relations	\$31,199	\$1,248		\$32,447
Pinegar, Angela R.	Advancement Services	\$51,097	\$2,044		\$53,141
Pinkham, Courtney C.	Ctr Resource Planning & Management	\$36,087	\$1,443		\$37,531
Piotrowski, Josiah G.	College of Agriculture	\$31,199	\$1,248		\$32,447
Pitts, James B.	Fac Mgmt-Custodial	\$38,479	\$1,539	\$400	\$40,419
Plank, Angela L.	Biology	\$56,300	\$2,252		\$58,552
Plybon, John L.	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$45,426
Poindexter, Teri L.	Creative Services	\$45,412	\$1,816		\$47,228
Politte, Jordan C.	Agency for Teaching, Leading & Lng	\$54,251	\$2,170		\$56,421
Polm, Michael A.	Fac Mgmt-Maintenance	\$60,081	\$2,403	\$2,500	\$64,984
Polyard, Brenda A.	WP Director of Univ-Community Pgms	\$62,135	\$2,485		\$64,620
Pomrening, Holly L.	Health & Wellness Center	\$28,080	\$1,123		\$29,203
Ponder, Crystal D.	Office of Human Resources	\$41,700	\$1,668		\$43,368
Potochnik, Robert G.	Computer Services	\$53,146	\$2,126		\$55,272
Powell, Lakan L.	Graduate College	\$54,690	\$2,188		\$56,878
Powell, Robin G.	Computer Science	\$39,708	\$1,588	\$1,000	\$42,296
Pratt, Harold W.	VP Diversity & Inclusion	\$139,668	\$5,587		\$145,255
Pratt, Jennifer M.	Communication Sciences & Disorders	\$78,401	\$3,136		\$81,537
Price, Cheryl S.	Art & Design	\$34,014	\$1,361		\$35,375
Price, Joseph	Theatre & Dance	\$107,254	\$4,290		\$111,544
Proctor, Janene A.	Research Administration	\$54,831	\$2,193		\$57,024
Pruett, Ashley D.	WP Financial Aid	\$30,471		\$729	\$32,344
Pruitt, James C.	Facilities Management	\$76,000	\$3,040		\$79,040
Pruitt, Lindsey R.	Health & Wellness Center	\$29,500	\$1,180	\$3,120	\$33,800
Pszczolkowski, Maciej A.	Envrn Plnt Sci & Nat Rsrcs	\$78,662	\$3,146		\$81,808
Puckett, Erica N.	WP Admissions	\$42,500	\$1,700		\$44,200
Pulliam, Matthew T.	Cooperative Engineering Program	\$36,930	\$1,477		\$38,407

Pybas, Kevin M.	Political Science	\$66,545	\$2,662			\$69,207
Qiu, Zhongsong	College of Arts & Letters	\$51,022	\$2,041			\$53,063
Quinn, Justin A.	Fac Mgmt-Maintenance	\$53,406	\$2,136		\$1,389	\$56,931
Quirk, Ted	KSMU	\$53,245	\$2,130			\$55,375
Radier, George O.	College of Business	\$39,917	\$1,597		\$1,500	\$43,014
Ragan, Kent P.	College of Business	\$187,227	\$7,489			\$194,716
Ragsdale, Chansouk D.	Library	\$42,844	\$1,714			\$44,558
Raines, Ashley E.	VP Diversity & Inclusion	\$44,477	\$1,779		\$2,313	\$48,569
Raines, Daniel L.	Dr Mary Jo Wynn Acadm Achievement Ct	\$59,552	\$2,382			\$61,934
Raines, Judy A.	Health & Wellness Center	\$34,249	\$1,370			\$35,619
Rains, Devonna J.	Music	\$31,720	\$1,269			\$32,989
Rainwater, Douglas G.	Provost Office	\$78,084	\$3,123			\$81,207
Raleigh, Phillip M.	Graduate College	\$33,794	\$1,352			\$35,146
Randol, Kimberly A.	Speech Language Hearing Clinic	\$33,799	\$1,352			\$35,151
Rapp, Kelly E.	Career Center	\$75,453	\$3,018			\$78,471
Rawls, Michelle R.	Athletic Medical & Rehab Services	\$31,496	\$1,260			\$32,756
Ray, Bryan J.	Ctr Resource Planning & Management	\$65,233	\$2,609			\$67,842
Raymer, Kai K.	Web Strategy & Development	\$41,260	\$1,650			\$42,910
Raymond, Teresa	Financial Services	\$39,410	\$1,576			\$40,986
Rebaza-Vasquez, Jorge L.	College of Natl & App Science	\$128,562	\$5,142			\$133,704
Rebmann, Donna L.	Academic Advising & Transfer Ctr	\$46,192	\$1,848			\$48,040
Reece, Ashley R.	Title IX Office	\$57,281	\$2,291			\$59,572
Reed, Jerilyn J.	Health & Wellness Center	\$55,000	\$2,200			\$57,200
Reed, Jimmie D.	WP Physical Plant	\$32,667	\$1,307			\$33,974
Reed, Patricia C.	College of Natl & App Science	\$37,353	\$1,494			\$38,847
Reed, Ryan R.	Multicultural Services	\$61,285	\$2,451			\$63,736
Rees, Christopher E.	Cybersecurity & Enterprise System	\$70,466	\$2,819			\$73,285
Reese, Chantz J.	Agriculture-Mtn Grv Campus	\$29,673	\$1,187	\$340		\$31,200
Reeves, Stacie L.	Residence Life Housing & Dining Svc	\$35,359	\$1,414			\$36,774
Reger, Elizabeth A.	College of Business	\$68,942	\$2,758			\$71,700
Reichling, Susanna B.	Library	\$39,442	\$1,578			\$41,020
Reimer, Anthony R.	JQH Arena	\$38,919	\$1,557			\$40,476
Reinert, John D.	COE-Education Field Experiences	\$37,253	\$1,490			\$38,743
Reut-Robinson, Rebeca L.	McQueary College of Hlth & Hman Svs	\$36,461	\$1,458			\$37,919
Reyes Sam, Jorge I.	International Services	\$41,097	\$1,644			\$42,741
Rhodes, Joy L.	Office of University Safety	\$32,671	\$1,307			\$33,978
Rhodes, Norman J.	Plaster Student Union Physical Plnt	\$29,866	\$1,195	\$139	\$3,000	\$34,200
Rice, Stacy A.	Faculty Ctr for Teaching & Learning	\$61,562	\$2,462			\$64,024
Richards, Byron G.	Fac Mgmt-Maintenance	\$39,653	\$1,586		\$1,031	\$42,270
Richardson, Timothy	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Richesin, Danielle N.	Intercollegiate Athletics	\$37,253	\$1,490			\$38,743
Ricker, Kristen V.	Agency for Teaching, Leading & Lng	\$52,118	\$2,085			\$54,203

Rietman, Charles C.	WP Physical Plant	\$29,972	\$1,199	\$29		\$31,200
Rigby, Rachel C.	Registrar	\$40,521	\$1,621			\$42,142
Ringer, Melissa M.	Ozarks Public Health	\$39,930	\$1,597			\$41,527
Robertson, Monica A.	Copy This	\$27,851	\$1,114	\$2,235		\$31,200
Robinson, Barbara S.	Physical Therapy	\$112,696	\$4,508			\$117,204
Robinson, Holly M.	Child Development Center	\$31,448	\$1,258			\$32,706
Robinson, Susan G.	OPT	\$67,568	\$2,703			\$70,271
Rockney, Andrea	Agency for Teaching, Leading & Lng	\$57,484	\$2,299			\$59,783
Rockwell, Rae Ann E.	Art & Design	\$34,428	\$1,377			\$35,805
Rogers, Katy J.	Fac Mgmt-Custodial	\$27,323	\$1,093	\$2,784	\$1,560	\$32,760
Rogers, Koen W.	Computer Services	\$50,786	\$2,031			\$52,817
Rogers, Michael J.	Cybersecurity & Enterprise System	\$52,284	\$2,091			\$54,376
Rogers, Robert W.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Rogg, Laura A.	Networking & Telecommunications	\$33,504	\$1,340			\$34,844
Roland, Alan C.	Outreach Tech & Equipment	\$59,464	\$2,379			\$61,843
Roop, Kristin B.	Admissions	\$50,058	\$2,002			\$52,060
Rose, Angela	English Language Institute	\$36,792	\$1,472			\$38,264
Rose, Daniel J.	Library	\$31,609	\$1,264			\$32,873
Rose, John P.	Defense And Strategic Studies	\$119,068	\$4,763			\$123,831
Rose, Michelle S.	Creative Services	\$52,570	\$2,103			\$54,673
Rosewell, Kristina K.	Career Center	\$30,671	\$1,227		\$300	\$32,198
Ross, Jaime M	Adult Student Services	\$69,000	\$2,760			\$71,760
Rowe, Angela M.	VP University Advancement	\$51,000	\$2,040			\$53,040
Rozell, Elizabeth J.	College of Business	\$187,227	\$7,489			\$194,716
Rude, Brian M.	Copy This	\$37,038	\$1,482			\$38,520
Ruzicka, Francis X.	Fac Mgmt-Maintenance	\$54,529	\$2,181		\$1,134	\$57,844
Ryan, Francis J.	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$400	\$40,419
Ryan, Tresa L.	WP Instruction	\$59,098	\$2,364			\$61,462
Saddler, Tamara D.	Accounting	\$31,407	\$1,256			\$32,663
Sailors, Pamela R.	College of Hum & Pub Affairs	\$132,449	\$5,298			\$137,747
Saitta, Alicia M.	Admissions	\$41,071	\$1,643		\$2,286	\$45,000
Sandbothe, Betsy A.	Institutional Equity & Compliance	\$56,751	\$2,270			\$59,021
Sanders, Jason B.	Office of University Safety	\$40,787	\$1,631		\$3,370	\$45,788
Sandidge, Sarah E.	English	\$47,525	\$1,901			\$49,426
Santos, Theodore J.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Satake, Yosuke	Planning, Design & Construction	\$49,000	\$1,960			\$50,960
Sawchak, Stephen P.	Athletic Medical & Rehab Services	\$51,692	\$2,068			\$53,760
Scanlon, Breanna L.	Financial Aid	\$37,253	\$1,490			\$38,743
Schehrer, Devin L.	Residence Life Housing & Dining Svc	\$56,862	\$2,274			\$59,136
Scheidt, Michael P.	WP Information Technology Services	\$47,080	\$1,883			\$48,963
Scheve, Jesse	Creative Services	\$42,370	\$1,695			\$44,065
Schiller, Megan L.	Computer Services	\$60,167	\$2,407			\$62,574

Schimmer, Matthew	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$454	\$45,881
Schlinder, Kelly A.	COE-Education Advisement	\$38,253	\$1,530			\$39,783
Schluterman, Ivy D.	Residence Life Housing & Dining Svc	\$37,253	\$1,490			\$38,743
Schmidt, Karl M.	Development Office	\$75,327	\$3,013			\$78,340
Schnapp, Lewis P.	Bookstore	\$47,000	\$1,880			\$48,880
Schneider, Steven J.	Envrn Plnt Sci & Nat Rsrcs	\$52,118	\$2,085			\$54,203
Schrader, Bonnie K.	Facilities Management	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Schuldt, Amy L.	Creative Services	\$65,000	\$2,600			\$67,600
Schull, Cynthia S.	Financial Services	\$96,654	\$3,866			\$100,520
Scobee, Scot R.	Office of Human Resources	\$108,768	\$4,351			\$113,119
Scott, Karen C.	Childhood Ed & Family Studies	\$32,888	\$1,316			\$34,204
Scott, LaDarien	Athletics-Football-Men	\$104,648	\$4,186			\$108,834
Scott, Matthew R.	Career Center	\$38,500	\$1,540		\$330	\$40,370
Scriven, Leslie M.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Seabolt, Charles M.	Athletics-Soccer-Men	\$72,000	\$2,880			\$74,880
Seery, Kaitlyn R.	Dept of Hospitality Leadership	\$38,350	\$1,534			\$39,884
Seever, Natalie M.	Advancement Services	\$62,523	\$2,501			\$65,024
Seibel, Craig E.	Res Life Hous & Din Svc-Fac & Oper	\$31,026	\$1,241		\$2,624	\$34,891
Sellers, Marie S.	Physical Therapy Clinic	\$35,475	\$1,419			\$36,894
Severson, Jennifer R.	Financial Services	\$84,945	\$3,398			\$88,343
Sexton, James P.	Bookstore	\$89,198	\$3,568			\$92,766
Shahan, Tara J.	WP Registration & Records	\$35,072	\$1,403			\$36,475
Sharkey, Paula E.	Office of University Safety	\$35,047	\$1,402		\$3,037	\$39,486
Sharp, Keith W.	Res Life Hous & Din Svc-Fac & Oper	\$43,260	\$1,730			\$44,990
Sharum, Stephen G.	Postal Services	\$34,910	\$1,396			\$36,306
Shavers, Marjorie C.	Counseling Leadership & Special Ed	\$110,000	\$4,400			\$114,400
Shaw, Jason L.	Physical Therapy	\$92,075	\$3,683			\$100,758
Shaw, Margaret S.	VP Marketing & Communications	\$154,745	\$6,190			\$160,935
Sheppard, Terasa M.	Residence Life Housing & Dining Svc	\$22,533	\$901	\$2,462	\$312	\$26,208
Sheppard, Tessa L.	Child Development Center	\$31,448	\$1,258			\$32,706
Shipley, Teresa F.	WP Dean of Acad Affairs Office	\$41,202	\$1,648			\$42,850
Shively, Eric P.	McQueary College of Hlth & Hman Svs	\$64,717	\$2,589			\$67,306
Sholley, Kathleen M.	COE-Education Advisement	\$37,253	\$1,490			\$38,743
Shrestha, Aishwarya	Ctr Resource Planning & Management	\$43,000	\$1,720			\$44,720
Shuler, Adam	Planning, Design & Construction	\$75,453	\$3,018			\$78,471
Sieja, Allison N.	Biology	\$33,485	\$1,339			\$34,824
Simmons, Daniel	College of Arts & Letters	\$123,600	\$4,944			\$128,544
Simpson, Ashley K.	School of Nursing	\$79,504	\$3,180			\$82,684
Simpson, Sonya L.	Child Development Center	\$24,631	\$985	\$5,584		\$31,200
Siscoe, Denita S.	VP Student Affairs	\$182,043	\$7,282			\$189,325
Skalicky, Michele R.	KSMU	\$41,525	\$1,661		\$4,982	\$48,168
Skeeters, Priscilla K.	Bookstore	\$52,392	\$2,096			\$54,488

Skibiski, Barbara J.	School of Anesthesia	\$146,616	\$5,865		\$10,000	\$5,000	\$167,481
Skinner, Sophia L.	WP Library	\$40,166	\$1,607				\$41,773
Slane, William B.	OPT	\$47,080	\$1,883				\$48,963
Slavens, Robert	Fac Mgmt-Grounds	\$29,972	\$1,199	\$29	\$2,746		\$33,946
Sliger, Ashley D.	Planning, Design & Construction	\$56,915	\$2,277				\$59,192
Smart, Sandra L.	SBDC	\$55,208	\$2,208				\$57,416
Smiley, Taryn J.	Intercollegiate Athletics	\$40,000	\$1,600				\$41,600
Smith, Alaina J.	McQueary College of Hlth & Hman Svs	\$40,000	\$1,600				\$41,600
Smith, Allison	Computer Services	\$58,415	\$2,337				\$60,752
Smith, Cullen A.	JQH Arena	\$38,500	\$1,540		\$1,500		\$41,540
Smith, Daezia C.	International Programs	\$41,818	\$1,673				\$43,491
Smith, Deanna M.	West Plains Center	\$43,650	\$1,746		\$2,500		\$47,896
Smith, Mark A.	McQueary College of Hlth & Hman Svs	\$168,508	\$6,740				\$175,248
Smith, Patricia R.	WP Chancellors Office	\$44,926	\$1,797				\$46,723
Smith, Stephanie M.	Development Office	\$67,611	\$2,704				\$70,315
Smith, Tanya L.	Procurement Services	\$45,821	\$1,833				\$47,654
Smulczynski, Kelly M.	Development Office	\$39,634	\$1,585				\$41,219
Snodgrass, Joseph J.	Health & Wellness Center	\$29,036	\$1,161	\$1,002			\$31,200
Snodgrass, Ronald E.	Greenwood Lab School	\$115,000	\$4,600				\$119,600
Snow, Donald B.	Music	\$80,603	\$3,224		\$5,000		\$88,827
Snow, LeAnne	Physician Assistant Studies	\$39,410	\$1,576				\$40,986
Snyder, Sheira	Biomedical Sciences	\$32,240	\$1,290				\$33,530
Spalding, Roger M.	Networking & Telecommunications	\$67,119	\$2,685				\$69,804
Sparks, Andrew B.	Computer Services	\$65,308	\$2,612				\$67,920
Speer, Robert W.	Jordan Valley Innovation Center	\$61,299	\$2,452				\$63,751
Spinabella, Julie C.	Admissions	\$40,703	\$1,628				\$42,331
Spivy, James T.	Plaster Student Union Physical Plnt	\$27,039	\$1,082	\$3,079			\$31,200
Spurlin, Joseph L.	Agency for Teaching, Leading & Lng	\$51,000	\$2,040				\$53,040
Stackpole, Melissa	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624		\$31,824
Stafford, Neal H.	Athletics-Golf-Men	\$41,200	\$1,648				\$42,848
Stagner, Kimberly N.	Academic Advising & Transfer Ctr	\$43,650	\$1,746				\$45,396
Stansbury, Sandra G.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624		\$31,824
Stanton, Shannon K.	Juanita K Hammons Hall	\$69,010	\$2,760		\$1,500		\$73,270
Steen, Carrie	WP Dean of Acad Affairs Office	\$51,575	\$2,063				\$53,638
Steeves, Jared S.	Fac Mgmt-Grounds	\$29,099	\$1,164	\$937	\$2,413		\$33,613
Steinshouer, Linda K.	Social Work	\$34,013	\$1,361				\$35,374
Stephens, Carrie M.	Office of University Safety	\$50,000	\$2,000				\$52,000
Stephens, Jill R.	Missouri State Outreach	\$48,015	\$1,921				\$49,936
Stephens, Strausie N.	Financial Services	\$23,741	\$950				\$24,691
Stevens, Darcy W.	Music	\$49,054	\$1,962				\$51,016
Stevens, Linda C.	Health & Wellness Center	\$40,616	\$1,625		\$4,160		\$46,401
Stewart, Joseph R.	KSMU	\$41,992	\$1,680				\$43,672

Stewart, Marjorie A.	Career Center	\$52,824	\$2,113			\$54,937
Stewart, Rabekah D.	Multicultural Services	\$93,318	\$3,733			\$97,051
Stillwell, Seth M.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Stinnett, Kathleen B.	Public Affairs & Assessment	\$47,802	\$1,912			\$49,714
Stockmann, Edward F.	Registrar	\$31,199	\$1,248			\$32,447
Stone, Rowena A.	President's Office	\$67,568	\$2,703			\$70,271
Stopczynski, Stacey L.	Computer Services-Bearpass Card	\$43,339	\$1,734			\$45,073
Storie, Anthony L.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Stout, Randy J.	Agriculture-Mtn Grv Campus	\$33,138	\$1,326			\$34,464
Stout, Tracy L.	Library	\$76,746	\$3,070			\$79,816
Stovall, Julianne D.	Disability Resource Center	\$29,536	\$1,181	\$483		\$31,200
Street, Lori D.	KSMU	\$49,670	\$1,987			\$51,656
Strider, Angela M.	Residence Life Housing & Dining Svc	\$69,000	\$2,760			\$71,760
Strong, Elizabeth C.	Office of Education Abroad	\$65,023	\$2,601			\$67,624
Strong, Joe R.	Faculty Ctr for Teaching & Learning	\$54,371	\$2,175			\$56,546
Strope, Kimberly R.	Office of University Safety	\$30,680	\$1,227		\$3,453	\$35,360
Stucker, Joshua A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Stuppy, Joshua D.	Networking & Telecommunications	\$92,066	\$3,683			\$95,748
Sullivan, John W.	Music	\$29,107	\$1,164	\$929		\$31,200
Sullivan, Maxine C.	Music	\$33,174	\$1,327			\$34,501
Swearingen, Andrew C.	Cybersecurity & Enterprise System	\$60,167	\$2,407			\$62,574
Swift, Donald S.	Fac Mgmt-Maintenance	\$56,575	\$2,263		\$1,177	\$60,015
Swift, Mary M.	Office of Video Marketing	\$41,000	\$1,640			\$42,640
Swigert, Dwayne A.	Library	\$42,542	\$1,702			\$44,244
Swindell, Lori L.	Financial Services	\$68,562	\$2,742			\$71,304
Swingle, Ethan C.	Intercollegiate Athletics	\$45,170	\$1,807			\$46,977
Switzer, Jeffrey G.	Fac Mgmt-Maintenance	\$45,408	\$1,816		\$944	\$48,169
Swope, Julianna P.	College of Business	\$37,894	\$1,516			\$39,410
Syler, Christopher W.	Fac Mgmt-Custodial	\$29,434	\$1,177	\$589	\$1,560	\$32,760
Syler, Melody A.	Fac Mgmt-Custodial	\$39,140	\$1,566		\$407	\$41,113
Talty, Beverly S.	Health & Wellness Center	\$51,896	\$2,076		\$4,160	\$58,132
Tate, Pamela K.	WP Dean of Acad Affairs Office	\$41,001	\$1,640			\$42,641
Taylor, Eric D.	Faculty Ctr for Teaching & Learning	\$51,668	\$2,067			\$53,735
Taylor, Lisa M.	Graduate College	\$56,788	\$2,272			\$59,060
Taylor, Matthew I.	Computer Services	\$45,709	\$1,828			\$47,537
Taylor, Vickie A.	Computer Services	\$47,080	\$1,883			\$48,963
Tebo, Kim A.	Registrar	\$34,237	\$1,369			\$35,606
Templeton, Kelly M.	Theatre & Dance	\$58,065	\$2,323			\$60,388
Terry, Jane E.	Religious Studies	\$35,757	\$1,430			\$37,187
Thakkar, Divya H.	Counseling Center	\$43,600	\$1,744			\$45,344
Theissen, Ryan C.	Fac Mgmt-Grounds	\$31,719	\$1,269		\$1,380	\$34,368
Thomas, Kristen R.	COE-Education Advisement	\$37,253	\$1,490			\$38,743

Thomas, Tramain L.	Athletics-Football-Men	\$57,268	\$2,291			\$59,559
Thompson, Dustin A.	Ctr for Archeological Research	\$41,723	\$1,669			\$43,392
Thornton, Brittney M.	Health & Wellness Center	\$29,907	\$1,196	\$97		\$31,200
Tibbs, Bart A.	Admissions	\$55,400	\$2,216			\$57,616
Tinkler, Barri E.	College of Education	\$150,000	\$6,000			\$156,000
Titus, Christy L.	Criminology	\$32,632	\$1,305			\$33,937
Toa Sio, Maloleoia T.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Toebben, Braden	Kinesiology	\$31,720	\$1,269			\$32,989
Tolleson, Melissa A.	Dual Credit	\$37,673	\$1,507			\$39,180
Tomerlin, Mary P.	College of Business	\$41,000	\$1,640		\$1,500	\$44,140
Totsch, Carly B.	McQueary College of Hlth & Hman Svs	\$40,343	\$1,614			\$41,957
Totty, Angela D.	WP Student Services	\$98,090	\$3,924			\$102,014
Towell, Kelley L.	WP Financial Aid	\$37,253	\$1,490			\$38,743
Townsend, Steven B.	Printing Services	\$40,395	\$1,616			\$42,011
Tracy, Corey R.	Faculty Ctr for Teaching & Learning	\$52,310	\$2,092			\$54,402
Treese, Joe I.	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$1,136	\$46,562
Trewatha-Bach, Stacey R.	Public Affairs & Assessment	\$51,575	\$2,063			\$53,638
Trotter, Alisa D.	College of Business	\$51,000	\$2,040		\$1,500	\$54,540
Tucker, Timothy R.	Missouri State Outreach	\$50,148	\$2,006			\$52,154
Tune, Stacey A.	Cybersecurity & Enterprise System	\$83,696	\$3,348			\$87,044
Turk, Scott A.	Cybersecurity & Enterprise System	\$64,379	\$2,575			\$66,954
Turner, Britni	Financial Aid	\$30,036	\$1,201		\$1,211	\$32,448
Turner, Jennifer M.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
Turner, Mariah J.	Library	\$30,089	\$1,204			\$31,293
Turner, Pamela J.	Agriculture-Mtn Grv Campus	\$41,312	\$1,652			\$42,964
Turner, Steve M.	Facilities Management - Custodal	\$34,278	\$1,371		\$356	\$36,006
Turner, Steven L.	Agriculture-Mtn Grv Campus	\$34,966	\$1,399			\$36,365
Tyler, Tiera N.	Residence Life Housing & Dining Svc	\$35,568	\$1,423			\$36,991
Underhill, Nancy B.	Fac Mgmt-Grounds	\$32,173	\$1,287		\$1,385	\$34,845
Underlin, Nancy J.	Economics	\$34,697	\$1,388			\$36,085
Underwood, Deborah A.	Financial Services	\$54,251	\$2,170			\$56,421
Underwood, Judy K.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$936	\$32,136
Underwood, Stacey J.	Fac Mgmt-Custodial	\$28,692	\$1,148	\$1,360	\$1,560	\$32,760
Ungeheier, Marcus	Fac Mgmt-Maintenance	\$43,679	\$1,747		\$454	\$45,881
Utne, Benjamin L.	Cybersecurity & Enterprise System	\$70,607	\$2,824			\$73,431
Van Rhein, Stephanie M.	Missouri State Outreach	\$62,830	\$2,513			\$65,343
Vaneva, Teodora H.	Computer Services	\$60,167	\$2,407			\$62,574
Vaughan, David A.	Environmental Health & Safety	\$81,168	\$3,247			\$84,415
Vaughan, Julie A.	Financial Services	\$52,131	\$2,085			\$54,216
Vaughan, Lori A.	Facilities Management	\$31,199	\$1,248		\$850	\$33,297
Veach, Susan A.	Financial Services	\$37,923	\$1,517			\$39,440
Wade, Lori L.	Kinesiology	\$35,594	\$1,424			\$37,018

Wadley, Dustin T.	Fac Mgmt-Grounds	\$31,949	\$1,278		\$1,383	\$34,610
Wahl, Shawn T.	College of Arts & Letters	\$152,806	\$6,112			\$158,918
Walker, Jennifer D.	WP Financial Aid	\$56,371	\$2,255			\$58,626
Walker, Joshua R.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Walker, Kimberly N.	McQueary College of Hlth & Hman Svs	\$46,000	\$1,840			\$47,840
Walker, Mary L.	Financial Aid	\$30,462	\$1,218		\$768	\$32,448
Walker, Tammy L.	Fac Mgmt-Mountain Grove	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Wall, Laurie L.	WP Registration & Records	\$51,575	\$2,063			\$53,638
Wallace, J D.	Religious Studies	\$35,388	\$1,416			\$36,804
Wallentine, Scott W.	Physical Therapy	\$104,452	\$4,178			\$108,630
Walters, Charles D.	Facilities Management	\$50,439	\$2,018		\$525	\$52,981
Wamsher, Brianna M.	Admissions	\$30,825		\$375		\$31,200
Wanekaya, Adam	Chemistry & Biochemistry	\$119,504	\$4,780			\$124,284
Wantland, Carisma A.	Fac Mgmt-Custodial	\$34,696	\$1,388		\$361	\$36,445
Wantland, Evan J.	Fac Mgmt-Grounds	\$31,719	\$1,269		\$1,380	\$34,368
Wantland, Jason	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Ward, Andrew G.	Physical Therapy	\$90,168	\$3,607			\$93,775
Ward, Dennis E.	Res Life Hous & Din Svc-Fac & Oper	\$35,718	\$1,429		\$371	\$37,518
Ward, Jennifer L.	Financial Aid	\$33,364	\$1,335			\$34,699
Warnow, Cynthia M.	Office of University Safety	\$35,649	\$1,426			\$37,075
Warren, Melissa L.	Computer Services	\$58,415	\$2,337			\$60,752
Waugh, Douglas D.	KSMU	\$65,152	\$2,606			\$67,758
Weber, Andrea M.	Dean of Students Office	\$113,100	\$4,524			\$117,624
Weber, Donald T.	Plaster Student Union Admin	\$71,695	\$2,868			\$74,563
Weber, Krishia L.	Health & Wellness Center	\$31,200	\$1,248			\$32,448
Webster, Misty L.	Fac Mgmt-Grounds	\$29,968	\$1,199	\$33	\$2,413	\$33,613
Weinberg, Charles W.	Intercollegiate Athletics	\$30,555	\$1,222			\$31,777
Weiss, Caleb	Fac Mgmt-Maintenance	\$38,479	\$1,539		\$400	\$40,419
Welch, Granvill L.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$1,248	\$32,448
Welch, James J.	Admissions	\$54,251	\$2,170			\$56,421
Welker, Dylan C.	College of Natl & App Science	\$29,520	\$1,181	\$499		\$31,200
Wells, Gary W.	Fac Mgmt-Maintenance	\$51,954	\$2,078		\$1,081	\$55,113
Wells, Randy A.	Fac Mgmt-Custodial	\$27,039	\$1,082	\$3,079	\$624	\$31,824
West, John J.	Fac Mgmt-Grounds	\$29,968	\$1,199	\$33	\$2,413	\$33,613
Weter, Jennifer L.	Health & Wellness Center	\$50,077	\$2,003			\$52,080
Wheeler, Ashley A.	Child Development Center	\$23,192	\$928	\$7,081		\$31,200
Wheeler, Jack C.	Juanita K Hammons Hall	\$62,830	\$2,513			\$65,343
Wheeler, Mark S.	Planning, Design & Construction	\$110,000	\$4,400			\$114,400
Whitaker, Charles	Citizenship & Service Learning	\$42,010	\$1,680		\$4,500	\$48,190
Whitaker, Katherine C.	Outreach Publications & Marketing	\$53,204	\$2,128			\$55,332
White Minnis, Letitia J.	McQueary College of Hlth & Hman Svs	\$146,878	\$5,875			\$152,753
White, John M.	WP Student Services	\$37,253	\$1,490			\$38,743

White, Kevin T.	Creative Services	\$51,601	\$2,064			\$53,665
White, Kyle C.	Plaster Student Union Physical Plnt	\$27,039	\$1,082	\$3,079		\$31,200
White, Victoria	Financial Aid	\$37,397	\$1,496			\$38,893
Whitlow, Caleb J.	Computer Services	\$45,718	\$1,829			\$47,546
Whorton, Serena	Trio	\$30,635	\$1,225			\$31,860
Wicks, Janet E.	Bookstore	\$39,934	\$1,597			\$41,531
Wiedemann, Paula M.	WP Athletics-Women	\$58,813	\$2,353			\$61,166
Wienberg, Darren E.	Academic Advising & Transfer Ctr	\$59,281	\$2,371			\$61,652
Wiens, Leslie P.	WP Physical Plant	\$24,960	\$998	\$5,242		\$31,200
Wilhelm, Paula M.	Office of Human Resources	\$67,715	\$2,709			\$70,424
Wilker, Karl L.	Envrn Plnt Sci & Nat Rsrcs	\$91,952	\$3,678			\$95,630
Wilkinson, Kristian L.	Athletic Medical & Rehab Services	\$43,175	\$1,727			\$44,902
Williams, Jeffrey M.	Biology	\$40,936	\$1,637			\$42,573
Williams, Michael E.	Res Life Hous & Din Svc-Fac & Oper	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Williamson, Elizabeth M.	Physical Therapy	\$112,291	\$4,492			\$116,783
Willis, Jessica K.	McQueary College of Hlth & Hman Svs	\$50,541	\$2,022			\$52,563
Willis, Lauren A.	WP Student Services	\$46,000	\$1,840			\$47,840
Wills, C M.	Procurement Services	\$84,824	\$3,393			\$88,217
Wilson, Brenda K.	Res Life Hous & Din Svc-Fac & Oper	\$31,026	\$1,241		\$3,248	\$35,515
Wilson, Daniel L.	WP Information Technology Services	\$47,080	\$1,883			\$48,963
Wilson, Kevin W.	Library	\$37,380	\$1,495			\$38,875
Wilson, Lance E.	Office of University Safety	\$40,787	\$1,631		\$3,370	\$45,788
Wilson, Laurie L.	College of Hum & Pub Affairs	\$44,444	\$1,200			\$45,644
Wilson, Megan S.	College of Agriculture	\$34,319	\$1,373			\$35,692
Wilson, Patrick R.	Juanita K Hammons Hall	\$31,181	\$1,247			\$32,428
Winfrey, Trace E.	WP Residence Life	\$43,056	\$1,722			\$44,778
Winkler, Danny E.	College of Business	\$64,687	\$2,587			\$67,274
Wise, Brittany N.	Psychology	\$47,380	\$1,895			\$49,275
Witkowski, Colette M.	Biomedical Sciences	\$116,934	\$4,677			\$121,611
Witkowski, Colette M.	Biomedical Sciences	\$91,235	\$3,649			\$94,884
Wollard, Rick L.	Res Life Hous & Din Svc-Fac & Oper	\$28,334	\$1,133	\$1,733	\$1,560	\$32,760
Wood, Kelly S.	Student Success	\$144,818	\$5,793			\$150,611
Wood, Mary A.	Public Affairs & Assessment	\$58,857	\$2,354			\$61,211
Wood, Michael B.	Career Center	\$52,824	\$2,113			\$54,937
Woodman, Sara E.	Ctr for Biomedical & Life Sciences	\$51,009	\$2,040			\$53,049
Woods, Philip D.	Athletics-Soccer-Men	\$40,000	\$1,600			\$41,600
Woods, Travis R.	WP Physical Plant	\$24,086	\$963	\$6,151		\$31,200
Woolsey, Mark A.	Public Affairs & Assessment	\$49,468	\$1,979		\$2,401	\$53,848
Wright, Amy M.	Child Development Center	\$30,471	\$1,219			\$31,690
Wright, Brandan J.	Office of University Safety	\$31,600	\$1,264		\$3,453	\$36,317
Wright, Joan E.	WP Instruction	\$52,453	\$2,098			\$54,551
Wright, Thomas E.	Res Life Hous & Din Svc-Fac & Oper	\$36,456	\$1,458		\$2,379	\$40,293

Wu, Qihua	Jordan Valley Innovation Center	\$66,538	\$2,662		\$1,331	\$70,530
Wu, Yi	International Programs	\$41,818	\$1,673			\$43,491
Wutke, Adam T.	Sociology & Anthropology	\$32,243	\$1,290			\$33,533
Yancy, Nathan M.	Residence Life Housing & Dining Svc	\$27,039	\$1,082	\$3,079	\$312	\$31,512
Yarberry, Vonda K.	Art & Design	\$117,855	\$4,714			\$122,569
Yates, Jennifer M.	Occupational Therapy	\$80,000	\$3,200			\$83,200
Ybanez, Robert A.	Missouri State Outreach	\$32,177	\$1,287			\$33,464
Yeap, Emily	Office of Strategic Communication	\$42,178	\$1,687			\$43,865
Yerges, Madison R.	AHEC	\$43,775	\$1,751			\$45,526
York, David S.	WP Physical Plant	\$27,614	\$1,105	\$2,481		\$31,200
Yost, Jerron A.	Postal Services	\$25,255	\$1,010	\$4,935		\$31,200
Yost, Kemberly E.	Office of University Safety	\$30,679	\$1,227		\$3,453	\$35,359
Yost, Nikki L.	Missouri State Outreach	\$35,789	\$1,432			\$37,221
Young, Angela	Registrar	\$82,484	\$3,299			\$85,783
Young, Darren E.	International Programs	\$47,150	\$1,886			\$49,036
Young, David A.	WP Information Technology Services	\$70,607	\$2,824			\$73,431
Young, Donna M.	Facilities Management	\$31,448	\$1,258		\$1,418	\$34,124
Zhang, Peng	VP Community & Global Partnerships	\$62,082	\$2,483			\$64,565
Zhang, Xinge	International Services	\$41,097	\$1,644			\$42,741
Zhao, Rui	Residence Life Housing & Dining Svc	\$31,682	\$1,267			\$32,949
Zhou, Tianyu	Computer Services	\$60,167	\$2,407			\$62,574
Zhou, Xiaomin	Financial Services	\$59,872	\$2,395			\$62,267
Zhuang, Yuan	International Programs	\$49,028	\$1,961			\$50,989
Ziegler, Carol R.	Veteran Student Center	\$54,251	\$2,170			\$56,421
Ziegler, Paul M.	Facilities Management	\$53,663	\$2,147		\$558	\$56,368

Vote: _____ Yea
 _____ Nay

III.C.4.

MISSOURI STATE UNIVERSITY

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic & Academic employees, as itemized below, are effective August 1, 2022.

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>4% ATB</u>	<u>Equity</u>	<u>Promotion</u>	<u>PSIP</u>	<u>New Salary</u>
Abernathy, Amber R.	Psychology	\$62,722	\$2,509				\$65,231
Adams, Kathryn A.	School of Nursing	\$70,040	\$2,802		\$5,000		\$77,842
Adams, Leigh A.	WP Instruction	\$52,628	\$2,105		\$5,000		\$59,733
Adamson, Reesha M.	Counseling Leadership & Special Ed	\$67,943	\$2,718				\$70,661
Adler, Katherine	Management	\$103,618	\$4,145				\$107,763
Agnew, William J.	Counseling Leadership & Special Ed	\$91,813	\$3,673				\$95,486
Agrawal, Deepti	Information Tech & Cybersecurity	\$128,455	\$5,138				\$133,593
Aho, Kyle J.	Music	\$44,498	\$1,780		\$2,500		\$48,778
Aigner, Brandon T.	Reading Foundations & Technology	\$57,268	\$2,291				\$59,559
Ajuwon, Paul M.	Counseling Leadership & Special Ed	\$77,036	\$3,081				\$80,117
Akbar Akhgari, Paria	Philosophy	\$57,268	\$2,291				\$59,559
Alaimo, Alison L.	School of Nursing	\$60,000	\$2,400				\$62,400
Albers, Joshua R.	Art & Design	\$56,901	\$2,276				\$59,177
Albin, Craig D.	WP Instruction	\$73,240	\$2,930				\$76,170
Albritton, Michael A.	Management	\$47,073	\$1,883	\$2,000			\$50,956
Allen, Jimmie R.	Art & Design	\$61,998	\$2,480				\$64,478
Allen, Natalie B.	Public Health & Sports Medicine	\$49,205	\$1,968				\$51,173
Alsup-Egbers, Clydette M.	Envrn Plnt Sci & Nat Rsrcs	\$72,881	\$2,915				\$75,796
Amberg, Richard H.	Media, Journalism & Film	\$64,592	\$2,584				\$67,176
Amidon, Ethan	Criminology	\$74,643	\$2,986				\$77,629
Anderson, Angela L.	Counseling Leadership & Special Ed	\$72,655	\$2,906	\$2,000			\$77,561
Anderson, Jacob D.	Greenwood Lab School	\$44,393	\$1,776				\$46,169
Arendell, Telory D.	Theatre & Dance	\$68,586	\$2,743	\$5,000			\$76,329
Argyle, Deidre	Art & Design	\$60,461	\$2,418				\$62,879
Arthaud, Tamara J.	Counseling Leadership & Special Ed	\$89,994	\$3,600				\$93,594
Artman, Amy	Religious Studies	\$43,000	\$1,720				\$44,720
Asay, Nancy L.	Technology & Construction Mgmt	\$52,033	\$2,081	\$2,000			\$56,114
Ashcroft, Paul A.	Accounting	\$136,693	\$5,468				\$142,161
Atkinson, Jamie C.	Reading Foundations & Technology	\$59,552	\$2,382				\$61,934
Ault-Phillips, Jana M.	Finance & General Business	\$73,000	\$2,920				\$75,920
Austin, Rebekah E.	Information Tech & Cybersecurity	\$95,000	\$3,800				\$98,800
Backes, Heidi A.	Modern & Classical Languages	\$63,642	\$2,546				\$66,188
Baggett, Holly A.	History	\$76,010	\$3,040				\$79,050

Bailey, Sandra L.	Merchandising & Fashion Design	\$74,679	\$2,987		\$77,666
Bajalan, Djene R.	History	\$61,612	\$2,464	\$5,000	\$69,076
Baker, Andrew M.	Childhood Ed & Family Studies	\$59,552	\$2,382		\$61,934
Baker, Sarah J.	Childhood Ed & Family Studies	\$59,552	\$2,382		\$61,934
Banerjee, Tuhina	Chemistry & Biochemistry	\$58,500	\$2,340		\$60,840
Barber, Marlin C.	History	\$58,227	\$2,329		\$60,556
Barffour, Antoinette A.	Modern & Classical Languages	\$57,431	\$2,297		\$59,728
Barnett, Joann E.	Mathematics	\$41,721	\$1,669	\$2,500	\$45,890
Barnhouse, Tamra L.	Greenwood Lab School	\$46,453	\$1,858		\$48,311
Barreda, Albert A.	Dept of Hospitality Leadership	\$80,244	\$3,210		\$83,454
Barton, Jessica A.	WP Allied Health Division	\$48,513	\$1,941		\$50,454
Bass, Samuel J.	Accounting	\$45,277	\$1,811		\$47,088
Bassett, Damon J.	Geography Geology & Planning	\$51,416	\$2,057		\$53,473
Basu Roy, Subhasree	Economics	\$85,305	\$3,412	\$3,000	\$91,717
Bauman, R I.	Communication	\$67,366	\$2,695		\$70,061
Baumlin, James S.	English	\$99,845	\$3,994		\$103,839
Baynes, Leslie A.	Religious Studies	\$63,818	\$2,553		\$66,371
Beatty, Nick L.	Political Science	\$45,277	\$1,811		\$47,088
Behrend, Bonni A.	Counseling Leadership & Special Ed	\$57,268	\$2,291		\$59,559
Bekebrede, Matt A.	Dept of Hospitality Leadership	\$49,000	\$1,960		\$50,960
Belisle, Jordan	Psychology	\$59,552	\$2,382	\$5,000	\$66,934
Belkhouche, Mohammed Y.	Computer Science	\$89,198	\$3,568		\$92,766
Bell, Angela B.	English	\$58,492	\$2,340		\$60,832
Belshoff, Richard G.	Mathematics	\$93,958	\$3,758		\$97,716
Benedict-Chambers, Amanda M.	Childhood Ed & Family Studies	\$67,943	\$2,718		\$70,661
Benzer, Fatih	Art & Design	\$56,371	\$2,255	\$5,000	\$63,626
Beranek, Benjamin C.	Economics	\$78,000	\$3,120		\$81,120
Besara, Tiglet	Physics Astronomy & Materials Sci	\$65,912	\$2,636		\$68,548
Bhattacharyya, Gautam	Chemistry & Biochemistry	\$68,039	\$2,722		\$70,761
Biagioni, Richard N.	Chemistry & Biochemistry	\$94,810	\$3,792		\$98,602
Birdyshaw, Edward L.	WP Instruction	\$57,943	\$2,318		\$60,261
Bishop, Rhonda L.	Childhood Ed & Family Studies	\$45,770	\$1,831	\$2,500	\$50,101
Blackmon, W D.	English	\$109,943	\$4,398		\$114,341
Blansit, Amy C.	Kinesiology	\$47,852	\$1,914		\$49,766
Blanton, Patti A.	Mathematics	\$45,678	\$1,827		\$47,505
Bledsoe, Melissa A.	Envrn Plnt Sci & Nat Rsrcs	\$73,530	\$2,941		\$76,471
Blevins, Brooks R.	History	\$90,396	\$3,616		\$94,012
Bollinger, Salina A.	Social Work	\$42,000	\$1,680		\$43,680
Bolyard, Chloe	Childhood Ed & Family Studies	\$59,552	\$2,382		\$61,934
Bonebrake, Tara	Greenwood Lab School	\$49,290	\$1,972		\$51,262
Bosch, Eric	Chemistry & Biochemistry	\$104,449	\$4,178		\$108,627
Bowe, Laura M.	Biology	\$45,917	\$1,837		\$47,754

Bowman, Sarah J.	Public Health & Sports Medicine	\$42,500	\$1,700		\$44,200
Boyle, Michael P.	Philosophy	\$49,380	\$1,975		\$51,355
Boys, Cathy P.	WP Dean of Acad Affairs Office	\$63,448	\$2,538		\$65,986
Brahnam, S B.	Information Tech & Cybersecurity	\$131,446	\$5,258	\$5,000	\$141,704
Brattin, Ricky L.	Information Tech & Cybersecurity	\$130,743	\$5,230		\$135,973
Brazeal, LeAnn M.	Communication	\$65,867	\$2,635		\$68,502
Breyfogle, Bryan E.	Chemistry & Biochemistry	\$90,228	\$3,609		\$93,837
Brinkman, Bryan C.	History	\$40,000	\$1,600		\$41,600
Brinson, Sabrina A.	Childhood Ed & Family Studies	\$79,131	\$3,165		\$82,296
Broadbuss, Marilyn A.	Greenwood Lab School	\$44,552	\$1,782		\$46,334
Brodeur, Amanda C.	Biomedical Sciences	\$72,615	\$2,905		\$75,520
Brooks, James P.	Biomedical Sciences	\$57,268	\$2,291		\$59,559
Brown, Michele A.	Social Work	\$56,238	\$2,250		\$58,488
Brown, Orville G.	Counseling Leadership & Special Ed	\$84,141	\$3,366		\$87,507
Bryant, Emery L.	Kinesiology	\$43,672	\$1,747		\$45,419
Bunn, Roger	Mathematics	\$46,831	\$1,873		\$48,704
Burch, Abby R.	Greenwood Lab School	\$46,134	\$1,845	\$4,500	\$52,479
Burge, Sara J.	English	\$45,074	\$1,803		\$46,877
Burkland, Jessica L.	Management	\$45,770	\$1,831		\$47,601
Burt, Zachary J.	Kinesiology	\$43,650	\$1,746	\$2,500	\$47,896
Burton, Michael G.	Envrn Plnt Sci & Nat Rsrcs	\$79,584	\$3,183		\$82,767
Burton, Richard L.	Information Tech & Cybersecurity	\$43,759	\$1,750		\$45,509
Busdieker-Jesse, Nichole L.	Agribusiness, Ag Ed & Comm	\$56,753	\$2,270		\$59,023
Buyurgan, Nebil	Technology & Construction Mgmt	\$110,328	\$4,413		\$114,741
Cafagna, Marcus S.	English	\$65,303	\$2,612		\$67,915
Calihman, Matthew S.	English	\$69,746	\$2,790		\$72,536
Cameron, James S.	Music	\$62,773	\$2,511		\$65,284
Campbell, Lacey	WP Allied Health Division	\$52,118	\$2,085		\$54,203
Carden-Jessen, Melanie E.	Geography Geology & Planning	\$43,650	\$1,746		\$45,396
Cardin, Ashlea D.	Occupational Therapy	\$90,748	\$3,630		\$94,378
Carr, Judy L.	WP Instruction	\$57,893	\$2,316		\$60,209
Carr, W D.	Public Health & Sports Medicine	\$74,700	\$2,988		\$77,688
Carter, Shelley L.	School of Nursing	\$70,555	\$2,822		\$73,377
Casey, Lisa R.	Music	\$71,471	\$2,859		\$74,330
Cathey, Christie L.	Psychology	\$64,520	\$2,581		\$67,101
Caton, Barbara A.	WP Allied Health Division	\$71,849	\$2,874		\$74,723
Cemore Brigden, Joanna J.	Childhood Ed & Family Studies	\$67,572	\$2,703		\$70,275
Cerdas Cisneros, Maria	Modern & Classical Languages	\$56,371	\$2,255		\$58,626
Chang, Chih-Cheng E.	Finance & General Business	\$140,388	\$5,616		\$146,004
Chang, Ching-Wen	Reading Foundations & Technology	\$74,579	\$2,983		\$77,562
Chapman, Carol L.	Music	\$64,666	\$2,587		\$67,253
Chaston, Joel D.	English	\$79,263	\$3,171		\$82,434

Chen, Qiang	Social Work	\$59,552	\$2,382	\$5,000	\$66,934
Chenoweth, Amelia M.	Counseling Leadership & Special Ed	\$49,406	\$1,976		\$51,382
Choi, Hyunjin	Childhood Ed & Family Studies	\$55,000	\$2,200		\$57,200
Christian, McCall E.	Public Health & Sports Medicine	\$62,418	\$2,497		\$64,915
Chuchiak, John F.	History	\$93,399	\$3,736		\$97,135
Claborn, David M.	Public Health & Sports Medicine	\$89,940	\$3,598		\$93,538
Clark, Ronald A.	Marketing	\$137,105	\$5,484		\$142,589
Clayton, Michael	Psychology	\$67,489	\$2,700		\$70,189
Cline, Andrew R.	Media, Journalism & Film	\$74,279	\$2,971		\$77,250
Closser, Cole B.	Art & Design	\$61,543	\$2,462		\$64,005
Cobos, Liza M.	Dept of Hospitality Leadership	\$75,453	\$3,018		\$78,471
Cohen Ioannides, Mara W.	English	\$47,184	\$1,887		\$49,071
Coleman, Joshua	Marketing	\$123,155	\$4,926	\$5,000	\$133,081
Collins, Christopher	Communication	\$55,311	\$2,212		\$57,523
Coltharp, Allison R.	Communication	\$46,819	\$1,873		\$48,692
Coltharp, Joel W.	English	\$43,650	\$1,746		\$45,396
Conner, Karla D.	School of Nursing	\$66,316	\$2,653		\$68,969
Connor, George E.	Political Science	\$92,700	\$3,708		\$96,408
Cook, Charles L.	WP Instruction	\$48,500	\$1,940		\$50,440
Cornelison, David M.	Physics Astronomy & Materials Sci	\$100,314	\$4,013		\$104,327
Cornelius-White, Jeffrey H.	Counseling Leadership & Special Ed	\$81,987	\$3,279	\$7,000	\$92,266
Correll, Pamela	Reading Foundations & Technology	\$59,552	\$2,382		\$61,934
Cotter, Kirsten M.	WP Allied Health Division	\$51,313	\$2,053		\$53,366
Cox, Nora F.	Communication	\$45,478	\$1,819		\$47,297
Cui, Yue	Mathematics	\$64,993	\$2,600		\$67,593
Curry, Natalie A.	Social Work	\$47,123	\$1,885	\$5,000	\$54,008
Czyzniejewski, Michael G.	English	\$63,527	\$2,541	\$6,000	\$72,068
Daehn, Ann Marie	Music	\$63,527	\$2,541		\$66,068
Dalton, Tracy L.	English	\$46,623	\$1,865		\$48,488
Daniel, Todd E.	Information Tech & Cybersecurity	\$47,607	\$1,904		\$49,511
Daugherty, Timothy K.	Psychology	\$106,257	\$4,250		\$110,507
Davies, Caitlin	Political Science	\$59,328	\$2,373		\$61,701
Davis, Tammi R.	Childhood Ed & Family Studies	\$59,552	\$2,382	\$5,000	\$66,934
DeBode, Jason D.	Management	\$127,478	\$5,099		\$132,577
Denton, Melinda L.	WP Instruction	\$51,636	\$2,065		\$53,701
Derayati, Pouya	Management	\$120,000	\$4,800		\$124,800
DeVore, Natasha M.	Chemistry & Biochemistry	\$60,873	\$2,435		\$63,308
Dicke, Crystal D.	Library	\$51,010	\$2,040		\$53,050
Dicke, Thomas S.	History	\$79,852	\$3,194		\$83,046
Dieterich, Alyssa A.	School of Nursing	\$61,388	\$2,456		\$63,844
Dillon, Randy K.	Communication	\$90,174	\$3,607		\$93,781
Dimond, Jack E.	Media, Journalism & Film	\$48,299	\$1,932		\$50,231

Do, Ngoc T.	Mathematics	\$64,993	\$2,600			\$67,593
Dollar, Susan C.	Social Work	\$93,061	\$3,722			\$96,783
Dudash-Buskirk, Elizabeth A.	Communication	\$66,404	\$2,656			\$69,060
Dudley, Kelly R.	Social Work	\$42,000	\$1,680			\$43,680
Durham, Paul L.	Biology	\$147,706	\$5,908			\$153,614
Dyer, Samuel C.	Communication	\$67,366	\$2,695			\$70,061
Echols, Leslie	Psychology	\$66,388	\$2,656			\$69,044
Ekstam, Keith A.	Art & Design	\$87,426	\$3,497			\$90,923
Ellickson, Mark C.	Political Science	\$80,379	\$3,215			\$83,594
Elliott, Jessica M.	History	\$60,081	\$2,403			\$62,484
English, Catherine M.	English	\$64,936	\$2,597			\$67,533
Ennis, Kimberly R.	Physical Therapy	\$64,000	\$2,560			\$66,560
Entlicher-Stewart, Ronda S.	School of Nursing	\$67,568	\$2,703			\$70,271
Estrella, Ana I.	WP Instruction	\$45,492	\$1,820			\$47,312
Evans, Kevin R.	Geography Geology & Planning	\$80,416	\$3,217			\$83,633
Evans, Krista M.	Geography Geology & Planning	\$61,142	\$2,446			\$63,588
Faa, Balazs	Art & Design	\$45,300	\$1,812			\$47,112
Fallone, Melissa D.	Psychology	\$63,091	\$2,524			\$65,615
Fearing, Cory A.	Greenwood Lab School	\$46,413	\$1,857			\$48,270
Fernandes Guzzo, Renata	Dept of Hospitality Leadership	\$74,263	\$2,971			\$77,234
Finch, Kim K.	Counseling Leadership & Special Ed	\$67,797	\$2,712			\$70,509
Finley, Stacie L.	Reading Foundations & Technology	\$57,268	\$2,291			\$59,559
Finn, Debra S.	Biology	\$60,611	\$2,424	\$2,000	\$5,000	\$70,035
Fischer, Donald L.	Psychology	\$77,478	\$3,099			\$80,577
Flanders, Janelle A.	Greenwood Lab School	\$48,505	\$1,940			\$50,445
Flannery, Timothy J.	Economics	\$82,813	\$3,313		\$5,000	\$91,126
Follensbee, Billie J.	Art & Design	\$83,645	\$3,346			\$86,991
Foreman, Elizabeth	Philosophy	\$67,088	\$2,684			\$69,772
Foster, Jeffrey L.	Psychology	\$58,813	\$2,353			\$61,166
Foster, Lyle Q.	Sociology & Anthropology	\$57,431	\$2,297			\$59,728
Foster, Micheal S.	Theatre & Dance	\$74,274	\$2,971			\$77,245
Fraczak, Jacek M.	Art & Design	\$63,174	\$2,527			\$65,701
Franklin, Thomas C.	Communication Sciences & Disorders	\$78,676	\$3,147	\$1,000		\$82,823
Frauenhoffer, Megan P.	Art & Design	\$44,000	\$1,760			\$45,760
Frederick, Dana J.	Management	\$51,341	\$2,054			\$53,395
Friske, Wesley	Marketing	\$130,743	\$5,230			\$135,973
Frodermann, Evan	Physics Astronomy & Materials Sci	\$62,202	\$2,488			\$64,690
Gallaway, Julie H.	Economics	\$55,237	\$2,209	\$2,000		\$59,446
Gallaway, Terrel A.	Economics	\$97,498	\$3,900	\$5,000		\$106,398
Garrison, Traci A.	Occupational Therapy	\$75,401	\$3,016		\$5,000	\$83,417
Garrison-Kane, Linda	Counseling Leadership & Special Ed	\$84,673	\$3,387			\$88,060
Gartin, Patrick R.	Criminology	\$87,456	\$3,498			\$90,954

Gebken, Richard J.	Technology & Construction Mgmt	\$125,000	\$5,000		\$130,000
Gerasimchuk, Nikolay N.	Chemistry & Biochemistry	\$94,426	\$3,777		\$98,203
Gerasimchuk-Djordjevic, Maria	Art & Design	\$55,311	\$2,212		\$57,523
Gholson, Martha R.	English	\$56,748	\$2,270		\$59,018
Ghosh, Kartik C.	Physics Astronomy & Materials Sci	\$98,807	\$3,952		\$102,759
Ghosh, Mukulika	Computer Science	\$86,000	\$3,440	\$2,000	\$91,440
Gibson, Hugh M.	Kinesiology	\$74,496	\$2,980		\$77,476
Gibson, Kathryn M.	Greenwood Lab School	\$53,367	\$2,135		\$55,502
Gillam, Kenneth M.	English	\$66,116	\$2,645		\$68,761
Gilmore, Kristy L.	Greenwood Lab School	\$49,290	\$1,972		\$51,262
Given, Mark D.	Religious Studies	\$65,830	\$2,633		\$68,463
Goddard, Stacy E.	Kinesiology	\$58,492	\$2,340	\$2,000	\$62,832
Goering, Daniel D.	Management	\$133,756	\$5,350		\$139,106
Goeringer, Michael E.	Counseling Leadership & Special Ed	\$49,481	\$1,979		\$51,460
Goerndt, Michael	Envrn Plnt Sci & Nat Rsrcs	\$70,240	\$2,810		\$73,050
Goodin, Kyle D.	Accounting	\$50,000	\$2,000		\$52,000
Goodwin, Andrew M.	Art & Design	\$43,650	\$1,746		\$45,396
Gorley, Nicole A.	Biomedical Sciences	\$45,277	\$1,811		\$47,088
Goss, Benjamin D.	Management	\$96,654	\$3,866	\$5,000	\$105,520
Gouzie, Douglas R.	Geography Geology & Planning	\$74,600	\$2,984		\$77,584
Grace-Duran, Jennifer	Greenwood Lab School	\$42,591	\$1,704		\$44,295
Gram, John R.	History	\$49,236	\$1,969		\$51,205
Gray, Stacy M.	Greenwood Lab School	\$42,250	\$1,690		\$43,940
Greene, Brian D.	Biology	\$66,616	\$2,665		\$69,281
Grigsby, Jamie	Marketing	\$119,068	\$4,763		\$123,831
Guo, Xiang	Information Tech & Cybersecurity	\$128,455	\$5,138		\$133,593
Gutierrez, Melida	Geography Geology & Planning	\$85,171	\$3,407		\$88,578
Hadley, Heidi	English	\$57,268	\$2,291		\$59,559
Haggard, Dana L.	Management	\$110,324	\$4,413		\$114,737
Haggard, K S.	Finance & General Business	\$142,154	\$5,686		\$147,840
Hall, Lisa C.	Psychology	\$66,819	\$2,673		\$69,492
Hamm, Randall P.	Music	\$77,831	\$3,113		\$80,944
Hammerschmidt, Melinda M.	Greenwood Lab School	\$43,766	\$1,751	\$4,500	\$50,017
Hammons, David D.	Marketing	\$43,650	\$1,746	\$2,500	\$47,896
Hamwi, Georg A.	Marketing	\$124,849	\$4,994		\$129,843
Harbaugh, Adam P.	Mathematics	\$67,052	\$2,682		\$69,734
Hard, Jennifer C.	Theatre & Dance	\$55,208	\$2,208		\$57,416
Harper, Kristin	Modern & Classical Languages	\$45,938	\$1,838		\$47,776
Hart, Laura B.	Sociology & Anthropology	\$59,552	\$2,382		\$61,934
Harvey, Michelle D.	Theatre & Dance	\$53,148	\$2,126		\$55,274
Harwood, William H.	Philosophy	\$57,431	\$2,297		\$59,728
Hass, Aida Y.	Criminology	\$88,452	\$3,538		\$91,990

Hatz, Kirsten A.	Kinesiology	\$50,089	\$2,004		\$52,093
Hausback, Jason M.	Music	\$63,527	\$2,541		\$66,068
Havlin, Tiffany S.	Social Work	\$47,123	\$1,885	\$5,000	\$54,008
Hays, David R.	Music	\$77,057	\$3,082		\$80,139
Heinlein, Kurt G.	Theatre & Dance	\$79,290	\$3,172		\$82,462
Heitger, Lester E.	Accounting	\$142,826	\$5,713		\$148,539
Hellman, Andrea B.	English	\$64,834	\$2,593		\$67,427
Hellman, Daniel S.	Music	\$72,276	\$2,891		\$75,167
Henary, Sara	Political Science	\$58,486	\$2,339	\$5,000	\$65,825
Hermans, Charles M.	Marketing	\$124,850	\$4,994		\$129,844
Herr, Christopher J.	Theatre & Dance	\$79,099	\$3,164		\$82,263
Herring, Sean C.	English	\$57,961	\$2,318		\$60,279
Herring, Tara K.	Biology	\$40,968	\$1,639	\$2,500	\$45,107
Heyboer, Jill L.	Music	\$71,471	\$2,859		\$74,330
High, Brian D.	Chemistry & Biochemistry	\$48,086	\$1,923		\$50,009
Hill, Lindsay D.	WP Allied Health Division	\$58,671	\$2,347		\$61,018
Hines, Christopher S.	Accounting	\$139,303	\$5,572		\$144,875
Hines, James N.	Accounting	\$49,905	\$1,996		\$51,901
Hoegeman, Catherine H.	Sociology & Anthropology	\$62,358	\$2,494		\$64,852
Hoelscher, Carrisa	Communication	\$55,311	\$2,212	\$5,000	\$62,523
Hoelscher, Seth	Finance & General Business	\$138,906	\$5,556		\$144,462
Hogans, Azaria R.	Theatre & Dance	\$55,208	\$2,208		\$57,416
Holden, Jennifer	Greenwood Lab School	\$46,000	\$1,840		\$47,840
Holladay, Holly W.	Media, Journalism & Film	\$61,521	\$2,461		\$63,982
Hollibaugh, Casey I.	Kinesiology	\$56,238	\$2,250		\$58,488
Homburg, Andrew H.	Music	\$64,666	\$2,587		\$67,253
Hong, Hye-Jung	Music	\$61,733	\$2,469	\$5,000	\$69,202
Hopper, Tina-Maria	Biology	\$46,163	\$1,847		\$48,010
Horine, Debbie L.	School of Nursing	\$67,568	\$2,703		\$70,271
Hornsby-Gutting, Angela M.	History	\$80,290	\$3,212		\$83,502
Horton III, Leonard B.	Media, Journalism & Film	\$56,382	\$2,255		\$58,637
Hough, Lyon H.	Biomedical Sciences	\$72,615	\$2,905		\$75,520
Howard, Amber K.	Childhood Ed & Family Studies	\$45,000	\$1,800		\$46,800
Howard, Jason A.	Communication	\$43,650	\$1,746	\$2,500	\$47,896
Howell, Marcus J.	Art & Design	\$58,597	\$2,344	\$5,000	\$65,941
Howerton, Phillip	WP Instruction	\$60,673	\$2,427		\$63,100
Hu, Shouchuan	Mathematics	\$101,047	\$4,042		\$105,089
Huang, Shyang	Physics Astronomy & Materials Sci	\$80,175	\$3,207		\$83,382
Hubbard, Kevin M.	Technology & Construction Mgmt	\$95,875	\$3,835		\$99,710
Huddleston, Carla J.	WP Allied Health Division	\$62,575	\$2,503		\$65,078
Hudson, Danae L.	Psychology	\$82,871	\$3,315		\$86,186
Hudson, Michael B.	Public Health & Sports Medicine	\$82,481	\$3,299		\$85,780

Hughes, Kevin W.	Art & Design	\$62,470	\$2,499			\$64,969
Hulme, Amy E.	Biomedical Sciences	\$60,717	\$2,429		\$5,000	\$68,146
Hunter, Anne Marie B.	Biomedical Sciences	\$70,640	\$2,826			\$73,466
Hutter, James B.	Agribusiness, Ag Ed & Comm	\$72,816	\$2,913			\$75,729
Hwang, Chin-Feng	Envrn Plnt Sci & Nat Rsrcs	\$94,647	\$3,786			\$98,433
Iqbal, Razib	Computer Science	\$98,359	\$3,934	\$1,000		\$103,293
Jackson, Wendy R.	Social Work	\$42,000	\$1,680			\$43,680
Jackson-Brown, Grace M.	Library	\$68,884	\$2,755			\$71,639
Jamos, Abdullah M.	Communication Sciences & Disorders	\$67,846	\$2,714	\$2,000		\$72,560
Jennings, Bryan C.	Art & Design	\$65,829	\$2,633			\$68,462
Jerin, Tasnuba	Geography Geology & Planning	\$65,000	\$2,600			\$67,600
John, Judith A.	English	\$75,597	\$3,024			\$78,621
Johnson, Emlyn P.	Music	\$43,650	\$1,746			\$45,396
Johnson, Richard A.	Information Tech & Cybersecurity	\$111,103	\$4,444			\$115,547
Jolivet, Catherine J.	Art & Design	\$69,991	\$2,800			\$72,791
Jones, Adena D.	Psychology	\$69,942	\$2,798			\$72,740
Jones, Alisha K.	School of Nursing	\$66,401	\$2,656		\$5,000	\$74,057
Jones, Steven P.	Reading Foundations & Technology	\$83,637	\$3,345			\$86,982
Joswick, David S.	Technology & Construction Mgmt	\$80,968	\$3,239			\$84,207
Kaatz, James B.	Political Science	\$63,646	\$2,546			\$66,192
Kaf, Wafaa	Communication Sciences & Disorders	\$98,262	\$3,930			\$102,192
Kageyama, Yoshimasa	Dept of Hospitality Leadership	\$75,972	\$3,039			\$79,011
Kane, Thomas D.	Psychology	\$82,903	\$3,316			\$86,219
Karanikas, Marianthe V.	English	\$62,526	\$2,501			\$65,027
Kaufman, Daniel A.	Philosophy	\$79,382	\$3,175			\$82,557
Kaula, Radhika	Information Tech & Cybersecurity	\$44,498	\$1,780		\$2,500	\$48,778
Kaula, Rajeev	Information Tech & Cybersecurity	\$125,690	\$5,028			\$130,718
Keith, Renee S.	WP Instruction	\$70,748	\$2,830			\$73,578
Keller, Carl E.	Accounting	\$135,226	\$5,409			\$140,635
Kelts, Christopher M.	Music	\$62,722	\$2,509			\$65,231
Kenny, Erin J.	Sociology & Anthropology	\$64,702	\$2,588			\$67,290
Ketter, Daniel M.	Music	\$55,311	\$2,212			\$57,523
Keys, Amanda M.	Social Work	\$65,867	\$2,635			\$68,502
Killion, John K.	Mathematics	\$85,634	\$3,425			\$89,059
Kilmer, Shelby J.	Mathematics	\$87,892	\$3,516			\$91,408
Kim, Junyoung	Kinesiology	\$61,028	\$2,441		\$5,000	\$68,469
Kim, Kyoungtae	Biology	\$79,223	\$3,169		\$5,000	\$87,392
King, Elizabeth K.	Childhood Ed & Family Studies	\$64,702	\$2,588			\$67,290
Kirkland-Ives, Mitzi K.	Art & Design	\$67,708	\$2,708			\$70,416
Kissoon-Charles, La Toya	Biology	\$60,611	\$2,424	\$2,000		\$65,035
Kitheka, Bernard M.	Kinesiology	\$61,028	\$2,441		\$5,000	\$68,469
Kleeschulte, Melanie	Modern & Classical Languages	\$46,301	\$1,852			\$48,153

Knowles, Amy E.	English	\$51,000	\$2,040			\$53,040
Koch, Philippa	Religious Studies	\$60,037	\$2,401		\$5,000	\$67,438
Koerber, Robin L.	Childhood Ed & Family Studies	\$45,770	\$1,831		\$2,500	\$50,101
Koo, Pedro G.	Modern & Classical Languages	\$66,384	\$2,655			\$69,039
Kostic, Bogdan N.	Psychology	\$62,336	\$2,493			\$64,829
Kovacs, Laszlo G.	Biology	\$90,260	\$3,610			\$93,870
Kyle, Jerri L.	Communication	\$45,613	\$1,825			\$47,438
Kyle, Michael J.	Criminology	\$67,568	\$2,703			\$70,271
LaBarr, Cameron F.	Music	\$62,685	\$2,507		\$6,000	\$71,192
Lamouria, Lanya M.	English	\$64,869	\$2,595			\$67,464
Langston, Lisa	Social Work	\$43,878	\$1,755			\$45,633
LaPrade, Jennifer M.	Criminology	\$67,568	\$2,703			\$70,271
Larson, Deborah L.	Media, Journalism & Film	\$65,699	\$2,628			\$68,327
Lazic, Gordana	Communication	\$55,208	\$2,208			\$57,416
Lee, Kewman	Reading Foundations & Technology	\$59,552	\$2,382			\$61,934
Leinweber, Ashley E.	Political Science	\$65,807	\$2,632			\$68,439
Lettieri, Kelly W.	Counseling Leadership & Special Ed	\$57,268	\$2,291			\$59,559
Lewis, Kayla D.	Reading Foundations & Technology	\$65,867	\$2,635			\$68,502
Lewis, Robert T.	Media, Journalism & Film	\$56,371	\$2,255			\$58,626
Li, LinDa	Marketing	\$123,155	\$4,926			\$128,081
Liang, Yating	Kinesiology	\$80,585	\$3,223			\$83,808
Ligon, Day B.	Biology	\$72,413	\$2,897			\$75,310
Liu, Hui	Computer Science	\$101,600	\$4,064	\$4,000		\$109,664
Liu, Siming	Computer Science	\$88,704	\$3,548	\$2,000		\$94,252
Livers, Stefanie D.	Childhood Ed & Family Studies	\$64,702	\$2,588			\$67,290
Lockenvitz, Sarah	Communication Sciences & Disorders	\$66,927	\$2,677	\$2,000		\$71,604
Lombilla, Luis F.	Modern & Classical Languages	\$47,743	\$1,910			\$49,653
Loughary, Jeffrey L.	Modern & Classical Languages	\$44,908	\$1,796			\$46,704
Lowe, Abby N.	Greenwood Lab School	\$44,908	\$1,796			\$46,704
Lowenthal-Hershey, Jennifer M.	Information Tech & Cybersecurity	\$45,770	\$1,831			\$47,601
Luo, Jun	Geography Geology & Planning	\$73,092	\$2,924			\$76,016
Lupfer, Christopher	Biology	\$60,717	\$2,429	\$2,000	\$5,000	\$70,146
Lyman, Sean M.	Art & Design	\$65,144	\$2,606	\$5,000		\$72,750
Mabee, Jonathan	Media, Journalism & Film	\$56,371	\$2,255			\$58,626
Macgregor, Cynthia J.	Counseling Leadership & Special Ed	\$80,524	\$3,221			\$83,745
Madden, Etta M.	English	\$83,020	\$3,321			\$86,341
Maher, Sean P.	Biology	\$65,287	\$2,611			\$67,898
Maimone, Luciane L.	Modern & Classical Languages	\$56,371	\$2,255		\$5,000	\$63,626
Mainali, Raju	Information Tech & Cybersecurity	\$72,718	\$2,909			\$75,627
Malega, Ronald W.	Geography Geology & Planning	\$68,947	\$2,758			\$71,705
Maples, Carol J.	Theatre & Dance	\$75,570	\$3,023			\$78,593
Martin, Jill R.	Greenwood Lab School	\$50,572	\$2,023			\$52,595

Martin, Judith E.	Modern & Classical Languages	\$71,955	\$2,878		\$74,833
Martinez, Blanca J.	Modern & Classical Languages	\$57,326	\$2,293		\$59,619
Masterson, Caitlin	McQueary College of Hlth & Hman	\$60,000	\$2,400		\$62,400
Masterson, Gerald	Kinesiology	\$88,973	\$3,559		\$92,532
McClain, William E.	Envrn Plnt Sci & Nat Rsrcs	\$69,367	\$2,775	\$5,000	\$77,142
McCluney, Ebony N.	Kinesiology	\$60,000	\$2,400		\$62,400
McCollom, Jason	WP Instruction	\$52,296	\$2,092		\$54,388
McEntee, Jay	Biology	\$62,418	\$2,497		\$64,915
McGee, Adam L.	Animal Science	\$62,418	\$2,497		\$64,915
McIntyre, Stephen L.	History	\$76,010	\$3,040		\$79,050
McKay, Matthew P.	Geography Geology & Planning	\$67,336	\$2,693	\$4,000	\$74,029
McLean, Annice H.	Reading Foundations & Technology	\$50,549	\$2,022		\$52,571
McWoods, Anna M.	Biomedical Sciences	\$43,775	\$1,751		\$45,526
Meadows, William C.	Sociology & Anthropology	\$81,673	\$3,267		\$84,940
Meek, Russell K.	Finance & General Business	\$53,355	\$2,134		\$55,489
Meints, Gary A.	Chemistry & Biochemistry	\$69,074	\$2,763		\$71,837
Mellors, Sarah C.	History	\$60,611	\$2,424		\$63,035
Merrigan, Michael W.	Management	\$97,663	\$3,907		\$101,570
Metcalf, Holly V.	Counseling Leadership & Special Ed	\$52,893	\$2,116		\$55,009
Metzker, Helena P.	Chemistry & Biochemistry	\$43,069	\$1,723		\$44,792
Meyers, Sandra J.	Finance & General Business	\$70,000	\$2,800		\$72,800
Miao, Xin	Geography Geology & Planning	\$73,379	\$2,935		\$76,314
Michelfelder, Gary	Geography Geology & Planning	\$67,331	\$2,693	\$4,000	\$74,024
Mickus, Kevin L.	Geography Geology & Planning	\$98,283	\$3,931		\$102,214
Millana, Jocelyn B.	Media, Journalism & Film	\$56,371	\$2,255		\$58,626
Miller, Carol J.	Finance & General Business	\$127,376	\$5,095		\$132,471
Miller, F T.	History	\$79,609	\$3,184		\$82,793
Mills, Bradley W.	Physics Astronomy & Materials Sci	\$46,968	\$1,879		\$48,847
Mirza, Babur S.	Biology	\$63,262	\$2,530		\$65,792
Mitchell, D W.	Psychology	\$71,785	\$2,871		\$74,656
Mitchell, David M.	Economics	\$94,707	\$3,788	\$5,000	\$103,495
Mitra, Mahua B.	Economics	\$98,441	\$3,938	\$5,000	\$107,379
Mitra, Saibal	Physics Astronomy & Materials Sci	\$83,038	\$3,322		\$86,360
Moreno-German, Daniel A.	Cooperative Engineering Program	\$73,500	\$2,940		\$76,440
Morgan, Michelle M.	History	\$65,828	\$2,633	\$2,000	\$70,461
Morris, Eric R.	Communication	\$70,585	\$2,823		\$73,408
Morris, Taleyna M.	Communication	\$47,109	\$1,884		\$48,993
Morrison, Kathleen B.	WP Instruction	\$74,248	\$2,970		\$77,218
Morrison, Sarah J.	Physics Astronomy & Materials Sci	\$63,448	\$2,538		\$65,986
Muchnick, Amy F.	Music	\$69,726	\$2,789		\$72,515
Murphy, Lindsey M.	Childhood Ed & Family Studies	\$57,268	\$2,291		\$59,559
Murray, Michael F.	Music	\$74,289	\$2,972		\$77,261

Murray, Sarah E.	Public Health & Sports Medicine	\$49,383	\$1,975		\$51,358
Murvin, Jennifer L.	English	\$57,680	\$2,307		\$59,987
Myers, Charles E.	Counseling Leadership & Special Ed	\$63,000	\$2,520		\$65,520
Naegle, J Conrad	Accounting	\$139,056	\$5,562		\$144,618
Neely, Jeremy C.	History	\$60,611	\$2,424		\$63,035
Neff, Carla D.	WP Allied Health Division	\$50,000	\$2,000		\$52,000
Nelson, Eric W.	History	\$85,307	\$3,412		\$88,719
Nelson, Jessica A.	Counseling Leadership & Special Ed	\$57,268	\$2,291		\$59,559
Nelson, Oana	Mathematics	\$41,818	\$1,673		\$43,491
Nemeth, Emily M.	School of Nursing	\$60,000	\$2,400		\$62,400
Newman, Jonathan M.	English	\$56,371	\$2,255	\$5,000	\$63,626
Nixon, Sarah B.	Reading Foundations & Technology	\$74,713	\$2,989		\$77,702
Noller, Larry K.	WP Instruction	\$48,500	\$1,940		\$50,440
Novik, Melinda G.	Public Health & Sports Medicine	\$77,272	\$3,091		\$80,363
Novotny, Daniela	Public Health & Sports Medicine	\$48,513	\$1,941		\$50,454
Obafemi-Ajayi, Tayo	Cooperative Engineering Program	\$84,313	\$3,373	\$5,000	\$92,686
Olsen, Reed N.	Economics	\$100,469	\$4,019	\$5,000	\$109,488
Ondetti, Gabriel A.	Political Science	\$76,344	\$3,054		\$79,398
Ongaga, Kennedy O.	Counseling Leadership & Special Ed	\$64,852	\$2,594	\$5,000	\$72,446
Onyango, Benjamin M.	Agribusiness, Ag Ed & Comm	\$78,584	\$3,143		\$81,727
Opat, Kelsi M.	Agribusiness, Ag Ed & Comm	\$59,000	\$2,360		\$61,360
Oyeniya, Bukola	History	\$64,592	\$2,584		\$67,176
Palacios-Valladares, Indira	Political Science	\$63,475	\$2,539		\$66,014
Paliliunas, Dana C.	Psychology	\$58,344	\$2,334		\$60,678
Panzer, Sarah J.	History	\$60,552	\$2,422		\$62,974
Parsons, James	Music	\$84,404	\$3,376	\$7,000	\$94,780
Patterson, Paula K.	Music	\$66,694	\$2,668		\$69,362
Patton, Marciann	Technology & Construction Mgmt	\$52,635	\$2,105	\$2,000	\$56,740
Pavlovsky, Robert T.	Geography Geology & Planning	\$99,931	\$3,997		\$103,928
Payne, Ashley N.	Psychology	\$57,268	\$2,291		\$59,559
Payne, Richard T.	Music	\$65,229	\$2,609	\$5,000	\$72,838
Pearman, Cathy J.	Reading Foundations & Technology	\$90,410	\$3,616		\$94,026
Percival, Michael E.	Greenwood Lab School	\$45,938	\$1,838		\$47,776
Perkins, David R.	Geography Geology & Planning	\$61,671	\$2,467		\$64,138
Peters, Grant S.	Music	\$82,044	\$3,282		\$85,326
Pfeil, Timothy M.	Greenwood Lab School	\$43,412	\$1,736		\$45,148
Pham, Courtney T.	Marketing	\$47,971	\$1,919		\$49,890
Phelps, Quinton	Biology	\$63,448	\$2,538		\$65,986
Phillips, Gary L.	WP Instruction	\$63,899	\$2,556		\$66,455
Philpot, James D.	Finance & General Business	\$132,289	\$5,292		\$137,581
Piccolo, Diana L.	Childhood Ed & Family Studies	\$66,227	\$2,649	\$6,000	\$74,876
Pierson, Carly C.	Marketing	\$44,498	\$1,780	\$2,500	\$48,778

Pierson, Matthew C.	Cooperative Engineering Program	\$85,638	\$3,426	\$1,000		\$90,064
Piland, Deborah K.	Public Health & Sports Medicine	\$65,508	\$2,620			\$68,128
Pinnon, Alex D.	WP Instruction	\$43,576	\$1,743		\$2,500	\$47,819
Pippa, Cristina M.	Media, Journalism & Film	\$56,650	\$2,266			\$58,916
Plisco, Erin E.	Music	\$55,311	\$2,212			\$57,523
Poulette, Jacob C.	WP Instruction	\$51,581	\$2,063			\$53,644
Prakash, Puneet	Finance & General Business	\$139,056	\$5,562		\$6,000	\$150,618
Prescott, John S.	Music	\$90,353	\$3,614			\$93,967
Price, Debra A.	Childhood Ed & Family Studies	\$46,378	\$1,855			\$48,233
Priest, Frank A.	WP Instruction	\$62,832	\$2,513			\$65,345
Pulleyking, Micki A.	Religious Studies	\$53,264	\$2,131			\$55,395
Putzu, Vadim	Religious Studies	\$61,434	\$2,457			\$63,891
Qiao, Yuhua	Political Science	\$79,460	\$3,178			\$82,638
Qiu, Wenping	Envrn Plnt Sci & Nat Rsrcs	\$88,859	\$3,554			\$92,413
Qiu, Xiaomin	Geography Geology & Planning	\$71,841	\$2,874			\$74,715
Quinn, Nathaniel E.	Counseling Leadership & Special Ed	\$54,174	\$2,167			\$56,341
Ragan, Gay A.	Mathematics	\$76,436	\$3,057			\$79,493
Rainville, Megan A.	Finance & General Business	\$138,123	\$5,525			\$143,648
Rast, Rebecca L.	Marketing	\$123,155	\$4,926			\$128,081
Rather, Sheila M.	WP Allied Health Division	\$48,513	\$1,941			\$50,454
Raza, Muhammad H.	Childhood Ed & Family Studies	\$57,268	\$2,291			\$59,559
Rector, Paula K.	Criminology	\$51,676	\$2,067			\$53,743
Redd, Emmett R.	Physics Astronomy & Materials Sci	\$86,534	\$3,461			\$89,995
Reed, Michael D.	Physics Astronomy & Materials Sci	\$95,476	\$3,819			\$99,295
Reid, Leslie F.	Mathematics	\$101,298	\$4,052			\$105,350
Reinis, Austra	Religious Studies	\$73,001	\$2,920			\$75,921
Richter, Mark M.	Chemistry & Biochemistry	\$93,329	\$3,733			\$97,062
Rico, Cyren M.	Chemistry & Biochemistry	\$61,142	\$2,446			\$63,588
Rimal, Arbindra	Agribusiness, Ag Ed & Comm	\$99,382	\$3,975			\$103,357
Roam, Kimberly J.	Childhood Ed & Family Studies	\$49,478	\$1,979			\$51,457
Roberts, Hillary L.	Public Health & Sports Medicine	\$64,791	\$2,592			\$67,383
Roberts, Jenifer J.	Merchandising & Fashion Design	\$70,144	\$2,806			\$72,950
Rodrigues, Herbert	Sociology & Anthropology	\$57,000	\$2,280			\$59,280
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$64,786	\$2,591			\$67,377
Rogers, Lori E.	English	\$45,224	\$1,809			\$47,033
Rogers, Mark W.	Mathematics	\$85,851	\$3,434	\$1,000		\$90,285
Rohr, Ami D.	School of Nursing	\$64,478	\$2,579			\$67,057
Romano, David	Political Science	\$84,779	\$3,391		\$5,000	\$93,170
Rongali, Sharath	WP Instruction	\$49,905	\$1,996			\$51,901
Rost, Ann D.	Psychology	\$76,607	\$3,064			\$79,671
Rothschild, Philip C.	Management	\$102,144	\$4,086		\$6,000	\$112,230
Rovey, Charles W.	Geography Geology & Planning	\$83,192	\$3,328			\$86,520

Rudnick, Dennis L.	Reading Foundations & Technology	\$57,268	\$2,291		\$59,559
Rugutt, Joseph	WP Instruction	\$71,357	\$2,854		\$74,211
Russell, Avery L.	Biology	\$62,418	\$2,497		\$64,915
Russell, Dasha L.	WP Instruction	\$46,523	\$1,861		\$48,384
Russell, Regina M.	Social Work	\$55,084	\$2,203		\$57,287
Sakidja, Ridwan	Physics Astronomy & Materials Sci	\$83,870	\$3,355	\$2,000	\$89,225
Sandel, William L.	Criminology	\$67,568	\$2,703		\$70,271
Saquer, Jamil M.	Computer Science	\$104,196	\$4,168	\$1,000	\$109,364
Sauer, Aaron D.	Technology & Construction Mgmt	\$91,354	\$3,654		\$95,008
Saunders, Georgianna L.	Biology	\$68,760	\$2,750		\$71,510
Saxon, Caryn E.	Criminology	\$49,908	\$1,996		\$51,904
Schaefer, Weirong Y.	Modern & Classical Languages	\$48,036	\$1,921		\$49,957
Schick, G A.	Chemistry & Biochemistry	\$107,496	\$4,300		\$111,796
Schmalzbauer, John A.	Religious Studies	\$91,890	\$3,676		\$95,566
Schmelzle, George D.	Accounting	\$134,997	\$5,400		\$140,397
Schoeben, Melissa A.	Biology	\$40,788	\$1,632		\$42,420
Schotthofer, Melissa J.	Childhood Ed & Family Studies	\$49,849	\$1,994	\$2,500	\$54,343
Scott, Patrick G.	Political Science	\$86,875	\$3,475		\$90,350
Scott, Shari L.	Counseling Leadership & Special Ed	\$49,236	\$1,969		\$51,205
Scott, Vicky L.	Music	\$43,650	\$1,746	\$2,500	\$47,896
Scroggins, Wesley A.	Management	\$111,984	\$4,479		\$116,463
Seawright, Leslie E.	English	\$61,521	\$2,461		\$63,982
Seay, Travis L.	History	\$59,328	\$2,373		\$61,701
Sedaghat-Herati, Reza	Chemistry & Biochemistry	\$93,269	\$3,731		\$97,000
Sells, Patrick R.	Information Tech & Cybersecurity	\$46,262	\$1,850		\$48,112
Senger, Steven	Mathematics	\$66,856	\$2,674		\$69,530
Seo, Jin A.	Art & Design	\$55,311	\$2,212		\$57,523
Sepulveda Hinojosa, Maria C.	Modern & Classical Languages	\$42,000	\$1,680		\$43,680
Setzer, Shelby M.	Greenwood Lab School	\$39,773	\$1,591		\$41,364
Sexton, Randall S.	Information Tech & Cybersecurity	\$126,471	\$5,059		\$131,530
Shade, Maria L.	School of Nursing	\$66,316	\$2,653		\$68,969
Shah, Kishor	Mathematics	\$86,104	\$3,444	\$5,000	\$94,548
Shain, Ralph E.	Philosophy	\$62,829	\$2,513		\$65,342
Shand-Hawkins, Carolyn H.	Mathematics	\$42,006	\$1,680		\$43,686
Shao, Feibo	Management	\$123,155	\$4,926		\$128,081
Shatnawi, Hazim H.	Computer Science	\$80,000	\$3,200		\$83,200
Shepard, Jason A.	Sociology & Anthropology	\$44,426	\$1,777	\$2,500	\$48,703
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$64,702	\$2,588		\$67,290
Sherrill, Donna N.	Mathematics	\$44,820	\$1,793		\$46,613
Shirley, Corinne E.	Modern & Classical Languages	\$47,743	\$1,910		\$49,653
Shoumikhin, Andrei Y.	Defense And Strategic Studies	\$94,238	\$3,770		\$98,008
Siebert, Matthew R.	Chemistry & Biochemistry	\$67,926	\$2,717		\$70,643

Simmers, Christina S.	Marketing	\$130,417	\$5,217		\$135,634
Skiba, Jenifer	Marketing	\$123,155	\$4,926		\$128,081
Smith, Amanda L.	Art & Design	\$54,693	\$2,188		\$56,881
Smith, Brenda M.	WP Instruction	\$56,761	\$2,270		\$59,031
Smith, Cody R.	Kinesiology	\$58,000	\$2,320		\$60,320
Smith, Diane L.	School of Nursing	\$69,628	\$2,785		\$72,413
Smith, Joshua J.	Biomedical Sciences	\$92,457	\$3,698		\$96,156
Smith, Lloyd A.	Computer Science	\$107,115	\$4,285	\$1,000	\$112,400
Sobel, Elizabeth A.	Sociology & Anthropology	\$69,656	\$2,786		\$72,442
Sottile, James	Counseling Leadership & Special Ed	\$86,717	\$3,469		\$90,186
Spates, Stephen	Communication	\$55,311	\$2,212	\$5,000	\$62,523
Speer, Jason A.	Information Tech & Cybersecurity	\$52,118	\$2,085		\$54,203
Sreepada, Nihar S.	Communication	\$53,000	\$2,120		\$55,120
Stafford, Gary L.	Mathematics	\$46,364	\$1,855		\$48,219
Stanbrough, CaSandra L.	Psychology	\$57,431	\$2,297		\$59,728
Stanton, Rhonda J.	English	\$64,592	\$2,584		\$67,176
Starr, Cathy L.	Merchandising & Fashion Design	\$71,818	\$2,873		\$74,691
Steinle, Erich D.	Chemistry & Biochemistry	\$66,916	\$2,677		\$69,593
Stephen, Charles D.	Biology	\$55,000	\$2,200		\$57,200
Storochuk, Allison M.	Music	\$73,337	\$2,933		\$76,270
Strong, John T.	Religious Studies	\$78,800	\$3,152		\$81,952
Stulce, Tara J.	Public Health & Sports Medicine	\$47,073	\$1,883		\$48,956
Su, Wei-Han	Music	\$69,870	\$2,795		\$72,665
Su, Yingcai	Mathematics	\$91,270	\$3,651		\$94,921
Sudbrock, Christine E.	Agribusiness, Ag Ed & Comm	\$61,388	\$2,456		\$63,844
Sukovaty, Lacy D.	Animal Science	\$63,961	\$2,558	\$5,000	\$71,519
Sullivan, Patrick	Mathematics	\$69,079	\$2,763		\$71,842
Sun, Linda R.	Mathematics	\$42,285	\$1,691		\$43,976
Sun, Xingping	Mathematics	\$98,251	\$3,930		\$102,181
Suttmoeller, Michael	Criminology	\$74,741	\$2,990		\$77,731
Swan, Karrie L.	Counseling Leadership & Special Ed	\$65,000	\$2,600		\$67,600
Swearingen, Rebecca	Reading Foundations & Technology	\$81,789	\$3,272		\$85,061
Tapis, Gregory	Accounting	\$139,056	\$5,562		\$144,618
Tapis, Kanu Priya	Management	\$123,155	\$4,926		\$128,081
Tarbox, Judy D.	English	\$44,908	\$1,796		\$46,704
Tassin, Kerri L.	Accounting	\$134,881	\$5,395		\$140,276
Taylor, Darren S.	Greenwood Lab School	\$48,534	\$1,941		\$50,475
Telting, Diderika M.	Communication Sciences & Disorders	\$70,500	\$2,820		\$73,320
Templeman, Maureen E.	Psychology	\$55,000	\$2,200		\$57,200
Templer Rodrigues, Abby I.	Sociology & Anthropology	\$59,552	\$2,382		\$61,934
Thakur, Rajiv R.	WP Instruction	\$58,272	\$2,331		\$60,603
Thambusamy, Ravi	Information Tech & Cybersecurity	\$128,455	\$5,138		\$133,593

Thomas, Kyle A.	Theatre & Dance	\$53,148	\$2,126			\$55,274
Thomas, Stephanie R.	Cooperative Engineering Program	\$46,611	\$1,864	\$2,000		\$50,475
Thomas, Suneeta	English	\$56,371	\$2,255			\$58,626
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$72,805	\$2,912	\$1,000		\$76,717
Thompson, Chris A.	Music	\$68,809	\$2,752			\$71,561
Thompson, Kip R.	Public Health & Sports Medicine	\$69,652	\$2,786			\$72,438
Thornton, Kristen E.	Accounting	\$48,951	\$1,958			\$50,909
Tinkler, Alan S.	English	\$64,478	\$2,579			\$67,057
Tinsley, Tonia E.	Modern & Classical Languages	\$64,936	\$2,597			\$67,533
Tipton, Sara L.	Childhood Ed & Family Studies	\$54,251	\$2,170		\$2,500	\$58,921
Towell, Jay	WP Instruction	\$54,302	\$2,172			\$56,474
Trick, Abel J.	WP Instruction	\$56,733	\$2,269			\$59,002
Troche, Julia D.	History	\$60,552	\$2,422		\$5,000	\$67,974
Turner, John R.	English	\$49,846	\$1,994			\$51,840
Turner, Jon S.	Counseling Leadership & Special Ed	\$66,938	\$2,678			\$69,616
Tuttle, Alisha J.	School of Nursing	\$66,316	\$2,653			\$68,969
Twibell, Andrew D.	Media, Journalism & Film	\$62,624	\$2,505			\$65,129
Ulbricht, Randi J.	Biomedical Sciences	\$59,552	\$2,382			\$61,934
Uribe-Zarain, Ximena	Counseling Leadership & Special Ed	\$65,867	\$2,635			\$68,502
Van Landuyt, Cathryn A.	Information Tech & Cybersecurity	\$47,776	\$1,911			\$49,687
Van Ornum, Kimberly J.	Mathematics	\$45,761	\$1,830			\$47,591
Visio, Michelle E.	Psychology	\$75,558	\$3,022			\$78,580
Vu, Duat	Art & Design	\$62,786	\$2,511			\$65,297
Wade, Lisa M.	WP Instruction	\$52,000	\$2,080			\$54,080
Wait, D A.	Biology	\$80,657	\$3,226			\$83,883
Walker, Alicia M.	Sociology & Anthropology	\$59,636	\$2,385		\$5,000	\$67,021
Walker, Elizabeth L.	Animal Science	\$78,903	\$3,156			\$82,059
Walker-Pacheco, Suzanne E.	Sociology & Anthropology	\$77,046	\$3,082			\$80,128
Walstrand, Gwen D.	Art & Design	\$75,158	\$3,006			\$78,164
Walters, Heather L.	Communication	\$47,320	\$1,893			\$49,213
Wang, Fei	Chemistry & Biochemistry	\$65,867	\$2,635			\$68,502
Wang, Jianjie	Biomedical Sciences	\$73,130	\$2,925		\$6,000	\$82,055
Wang, Weiyan	Media, Journalism & Film	\$64,590	\$2,584			\$67,174
Wang, Yang	Computer Science	\$103,855	\$4,154			\$108,009
Ward, V J.	Childhood Ed & Family Studies	\$51,519	\$2,061			\$53,580
Watson, Margaret K.	Sociology & Anthropology	\$59,552	\$2,382			\$61,934
Weaver, Margaret E.	English	\$78,118	\$3,125			\$81,243
Webb, Gary W.	Animal Science	\$94,069	\$3,763			\$97,832
Wehrman, Erin C.	Communication	\$55,311	\$2,212			\$57,523
West, Nicole M.	Counseling Leadership & Special Ed	\$59,552	\$2,382	\$2,000	\$5,000	\$68,934
Westenberg, Robert W.	Theatre & Dance	\$86,053	\$3,442			\$89,495
Wheeler, Benjamin	WP Instruction	\$55,248	\$2,210			\$57,458

Whipple, Tanya L.	Psychology	\$51,288	\$2,052		\$53,340
Whisenhunt, Brooke L.	Psychology	\$83,695	\$3,348		\$87,043
White, David J.	WP Instruction	\$64,160	\$2,566		\$66,726
White, Timothy R.	Media, Journalism & Film	\$65,390	\$2,616		\$68,006
White, Wajeana G.	Dept of Hospitality Leadership	\$51,040	\$2,042		\$53,082
Wickham, Cameron G.	Mathematics	\$89,915	\$3,597		\$93,512
Wiechert, Raegan N.	Library	\$43,518	\$1,741	\$1,000	\$46,259
Wieczerska, Aleksandra A.	Art & Design	\$45,300	\$1,812		\$47,112
Wiggin, Sarah J.	Theatre & Dance	\$68,683	\$2,747		\$71,430
Wilcoxon, Sarah	Theatre & Dance	\$59,445	\$2,378	\$5,000	\$66,823
Willey, Marc S.	Occupational Therapy	\$83,933	\$3,357		\$87,290
Williams, Joseph P.	Biomedical Sciences	\$58,000	\$2,320		\$60,320
Williams, Sarah K.	Art & Design	\$63,527	\$2,541		\$66,068
Willis, Steven C.	Art & Design	\$75,309	\$3,012		\$78,321
Wilson, Daniel J.	Kinesiology	\$80,346	\$3,214		\$83,560
Winstead, Cynthia J.	Theatre & Dance	\$76,969	\$3,079		\$80,048
Witte, Hugh D.	Finance & General Business	\$134,012	\$5,360		\$139,372
Wood, Gina M.	Childhood Ed & Family Studies	\$50,805	\$2,032		\$52,837
Woodard, Rebecca J.	Kinesiology	\$82,446	\$3,298		\$85,744
Wooden, Shannon R.	English	\$70,546	\$2,822		\$73,368
Worman, Frederick S.	Sociology & Anthropology	\$65,596	\$2,624		\$68,220
Wright, Christine J.	Childhood Ed & Family Studies	\$59,552	\$2,382		\$61,934
Wright, Matthew E.	Mathematics	\$66,232	\$2,649	\$2,000	\$70,881
Wulff-Risner, Linda J.	WP Instruction	\$58,317	\$2,333	\$6,000	\$66,650
Xie, Xiuye	Kinesiology	\$57,268	\$2,291	\$1,500	\$61,059
Yadon, Carly A.	Psychology	\$64,759	\$2,590		\$67,349
Yang, Zhiguo	Information Tech & Cybersecurity	\$130,743	\$5,230		\$135,973
Yarckow-Brown, Ivy V.	Criminology	\$50,045	\$2,002		\$52,047
Yoes, Tammy M.	School of Nursing	\$61,388	\$2,456		\$63,844
Yoshimatsu, Keiichi	Chemistry & Biochemistry	\$66,949	\$2,678		\$69,627
Yu, Lu	Management	\$122,000	\$4,880		\$126,880
Yun, Gawon	Marketing	\$121,643	\$4,866		\$126,509
Zhang, Ying J.	Finance & General Business	\$134,012	\$5,360		\$139,372
Zheng, Songfeng	Mathematics	\$72,530	\$2,901	\$2,000	\$77,431
Zhou, Fan	Mathematics	\$43,650	\$1,746		\$45,396
Zimmerman, David M.	Psychology	\$61,241	\$2,450		\$63,691
Zimmerman, Scott D.	Biomedical Sciences	\$75,942	\$3,038		\$78,980

Vote: _____ Yea
_____ Nay

III.C.5.

RECOMMENDED ACTION – Approval of FY23 additional fringe benefits to be funded by Missouri State University or the Missouri State University Foundation

The following resolution was moved by _____ and seconded by _____:

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

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

THEREFORE, BE IT RESOLVED that the Board of Governors approves the fringe benefits as set forth in the attached Exhibits A & B for the University employees (for Fiscal Year 2020) which fringe benefits the Board of Governors finds to further support the public purposes of the University; and

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

VOTE: **AYE** _____
 NAY _____

COMMENTS:

These benefits are for fiscal year 2022-2023 unless otherwise approved by the Board by contract or otherwise. Also, this approval is in line with the recent IRS guidance that salary and fringe benefits supported by not-for-profit corporations should be approved by the governing board and consistent with comparable compensation packages. This resolution has been reviewed by the University legal counsel.

EXHIBIT A (Benefits Funded by the MSU Foundation)

Mr. Brent Dunn
Vice President for University Advancement

Membership – Highland Springs Country Club (Social)
Membership – Twin Oaks Country Club
Travel Expense for spouse when accompanying the Vice
President on University business

EXHIBIT B (Benefits Funded by the University)

West Plains Campus – Shared Membership

Ms. Rachel Peterson Director of Development-WP	West Plains Country Club (Restaurant use only)
Mr. Dakota Bates Director of University Communications-WP	West Plains Country Club (Restaurant use only)
Dr. Dennis Lancaster Chancellor –WP	West Plains Country Club (Restaurant use only)
Dr. Angela Totty Dean of Student Services-WP	West Plains Country Club (Restaurant use only)
Ms. Brenda Polyard Director of University and Community Programs-WP	West Plains Country Club (Restaurant use only)
Mr. David Young Director of Information Technology-WP	West Plains Country Club (Restaurant use only)
Mr. Crockett Oaks Director of Business and Support Services-WP	West Plains Country Club (Restaurant use only)
Ms. Paula Wiedemann Head Women's Athletics Coach-WP	West Plains Country Club (Restaurant use only)
Mr. Jared Phay Head Basketball Coach-WP	West Plains Country Club (Restaurant use only)
Dr. Michael Orf Dean of Academic Affairs-WP	West Plains Country Club (Restaurant use only)

III.C.6.

RECOMMENDED ACTION - Approval of Amendments to the Employee Handbook for Administrative, Professional and Support Staff employees and related policies.

The following resolution was moved by _____

in addition, seconded by _____

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

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

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

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

VOTE: **AYE**

NAY

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

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

Language Updates to G7.02-2 University Policies

- Para: 2.2 Prohibition of Discrimination and Harassment
 - Deletes language that persons making a complaint of sex harassment, discrimination, or any other type of sex discrimination should report concerns to the Title IX Coordinator and instead directs persons to contact the Office for Institutional Equity and Compliance
- Para: 2.2.1 Discrimination and Harassment Training Policy
 - Updates the titles of the training modules

Section Addition to G7.02-3 Employment Policies and Procedures

- Para: 3.19.9 Failure to Work
 - Adds this new section

Language Updates G7.02-5 Employee Performance Evaluations

- Para: 5.2.4 Performance Improvement Plan (PIP)
 - Updates the requirements for the PIP process

Language Updates to G7.02-7 Leave Benefits

- Para: 7.2.2.1 Unused Sick Leave Applied at Retirement
 - Adds section as a cross reference from Para: 7.5.5.1 for clarity
- Para: 7.7 Family and Medical Leave
 - Adds an explanation of the university's right to place employee on leave pursuant to FMLA
- Para: 7.9 Bereavement Leave
 - Changes title of leave
 - Expands definition of qualifying relationships
 - Removes "consecutive" stipulation

Language Updates to G7.02-10 Grievance Procedures

- Grievance Procedure Description Paragraph
 - Directs all persons needing to make an inquiry concerning the complaint/grievance procedure related to any protected class to contact the Office for Institutional Equity and Compliance
- Para: 10.5 Appeal to the Board of Governors
 - Eliminates an employee's right to appeal a termination to the Board of Governors unless the appeal is permitted by a contractual right. (i.e., collective bargaining agreement)

2.2 Prohibition of discrimination and harassment

In furtherance of the University's commitment to non-discrimination, the Board of Governors has adopted [G1.31, Reporting Allegations of Discrimination on the Basis of a Protected Class](#), which can be accessed in the Policy Library, located on the university's website. All forms of discrimination and harassment degrade the academic and working environment of the university, and are wholly inconsistent with the university's public affairs mission. Sexual harassment is especially troubling in the academic environment due to the unique relationship between student and faculty member or supervisor and subordinate, and the inherent inequities in power that exist in such relationships. Sexual harassment not only violates the law and university policy but also can damage personal and professional relationships, cause career or economic disadvantage, expose the university to legal liabilities, a loss of federal research funds, and other financial consequences.

~~Any member of the university community who believes that he or she has been the subject of sexual harassment, or any other type of sex discrimination (including discrimination on the basis of marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression) should immediately report such concerns to the Title IX Coordinator, who is located in Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, and who may be contacted at TitleIX@MissouriState.edu or 417-836-8506.~~

Any member of the University community who believes that he or she has been the subject of discrimination on the basis of any ~~other~~ protected class (i.e., [sex, sexual orientation, marital status, family status, pregnancy, gender identity, gender expression](#), race, age, religion, national origin, disability, veteran's status, or genetic information) should immediately report such concerns to the [Office for Institutional Equity and Compliance](#) (OIEC), which is located in Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, and may be contacted at Equity@MissouriState.edu or [417-836-4252](tel:417-836-4252).

Allegations of sexual harassment that meet the definition of jurisdictional requirements of Title IX of the Education Amendments of 1972 ("Title IX") and its implementing regulations will be addressed as set forth in [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy](#). All other allegations of discrimination or harassment (including sexual harassment as defined by the Title VII of Civil Rights Act of 1964 ("Title VII") will be addressed in a manner consistent with [Op1.02-2 Discrimination Complaint and Investigation Procedures](#). Employees who are found to be responsible for engaging in acts of discrimination and/or harassment will be subjected to disciplinary action up to and including termination of employment.

2.2.1 Discrimination and harassment training policy

To create a positive learning, working and living environment, the university must provide an atmosphere free of discrimination and harassment. The most effective way to prevent discrimination and harassment is through awareness and education. There are at least four goals to be achieved through education: (a) ensuring that all alleged victims (and potential victims) are aware of their rights; (b) notifying individuals of conduct that is proscribed; (c) informing administrators about the proper way to address complaints of violations of this policy; and (d) helping educate the community about the problems this policy addresses.

To achieve these goals, the Division of Legal Affairs and Compliance has developed a training program to inform, educate and guide members of the university community on sexual harassment and discrimination. New employees must complete both the ~~Preventing Discrimination and Harassment Online Training Program and the Preventing Sexual Misconduct (Title IX) Online Training Program ("Compliance Training")~~Discrimination Awareness in the Workplace Online Training Program and Title IX: Roles of Responsible Employees Online Training Program -within 30 calendar days of commencing employment with the university. Every three (3) years, all university employees are required to repeat the Compliance Training.

3.19.9 Failure to work

If an employee has not worked during a continuous six (6) month period and is not on an approved leave, the employee's employment with the university shall be terminated.

5.2.4 Performance improvement plan

A supervisor ~~must~~may initiate a Performance Improvement Plan (PIP) when an employee's overall performance rating is less than "Competent" (less than 3) or when a supervisor determines current performance requires improvement as part of the Annual ADP process. The PIP process must be initiated by the supervisor if the employee's overall rating is less than 2.5 on the 5.0 rating scale. If the lower rating is the result of behavior and/or performance that was already formally addressed during the rating period, the supervisor may not be required to initiate a PIP. Supervisors should consult with HR Performance Management for guidance on their employee's individual situation. The Performance Improvement Plan document should include:

- Behavior, performance, situations or conditions that need to be changed.
- Expected changes by the employee to improve their performance or behavior along with demonstrated outcomes.
- Any supporting activities, training or guidance to support the improvement.
- Expected timeline for improvement.

The PIP document becomes part of the employee's Appraisal and Development Plan for the rating period it was initiated. Supervisors should consult with their next line of supervision (Reviewer) when initiating a PIP on an employee since the Reviewer also signs the form at the establishment of the PIP and at the Follow-Up Review. Supervisors needing to address performance issues with an employee should contact the office of human resources, [Performance Management](#) for assistance and guidance on the process prior to meeting with the employee. The Performance Improvement Plan form can be found online.

7.2.2.1 Unused sick leave applied at retirement

Employees terminating employment for any reason *other than qualified retirement* are not paid for their unused sick leave. However, the Missouri State Employees' Retirement System (MOSERS) requires that the university report the number of unused sick hours that an employee had at the time the employee terminated employment with the university. If the employee is vested in MOSERS at the time of termination of employment, MOSERS will convert the reported unused sick leave hours into retirement service credit; 168 hours equals one month of service credit. When the employee applies for retirement at some future date when he/she is qualified to retire, MOSERS will include those months of service in the calculation of the retirement benefit amount.

The provisions of this section regarding treatment of sick leave by MOSERS are subject to modification in order to comply with MOSERS requirements. Employees who retire under one of the university's public retirement plans will be paid for 40 percent of any accrued unused sick leave rounded up or down to the nearest full day (up to a maximum of 384 hours (48 days), and the remaining unused sick leave will be reported to MOSERS for inclusion as creditable service in accordance with MOSERS' policies regarding the reporting of unused sick leave. A qualified retirement is one in which the employee is eligible for and receives a monthly retirement benefit from one of the university's retirement plans (Missouri State Employees' Retirement System).

Faculty with 9-month appointments who retire under MOSERS or CURP will not be paid for accrued but unused sick leave upon retirement. Rather, with respect to faculty members who retire under MOSERS, the entire balance of their accrued but unused sick leave will be reported to MOSERS for retirement service credit. Faculty members who choose to remain in and retire under CURP will not receive retirement service credit for accrued but unused sick leave.

7.7 Family and medical leave

Missouri State University provides Family and Medical Leave (FML) in accordance with the federal Family and Medical Leave Act (FMLA) of 1993 and subsequent amendments. FMLA provides eligible employees who work for covered employers the right to take unpaid, job-protected leave for absences due to a qualifying event. This policy outlines information also obtained in the [Department of Labor poster](#). The terms referenced in this policy are defined as outlined in Department of Labor regulations and any inconsistencies between this policy and the regulations are resolved in favor of the regulations (29 CFR Part 825).

Employee eligibility

Eligible employees who have a qualifying event and provide appropriate notice and requested certification(s) are entitled to a total of 12 weeks of unpaid, job-protected leave and health insurance continuation during a rolling 12-month period, except military caregiver leave which can be up to 26 weeks. The minimum requirements for an employee to be eligible for FML:

1. worked for the university for at least 12 months;
2. worked at least 1,250 hours in the 12 months prior to when the leave will commence;
3. has not used all available FML in the 12 months prior to when the leave will commence;
- and
4. has a qualifying event.

Qualifying event

A qualifying event under FMLA includes:

1. Birth and care of the employee's newborn child;
2. Placement of a child with the employee for adoption, or by the State for foster care;
3. To care for the employee's spouse, sponsored dependent, child or parent with a serious health condition (this does not include in-laws);
4. The employee's own serious health condition that prevents him or her from performing the employee's job;
5. "Any qualifying exigency" for an employee's spouse, sponsored dependent, child, or parent on active military duty or being called to active military duty; or
6. To care for a spouse, sponsored dependent, child, parent, or next-of-kin who is a member of the Armed Forces and who is undergoing medical treatment, recuperation, or therapy, for a serious injury or illness suffered in the line of duty on active duty.

Amount and timing of leave

Eligible employees may take up to 12 weeks of FML during a rolling 12-month period for the first five qualifying events above. Only military caregiver leave, the 6th qualifying event above,

provides an entitlement to 26 weeks. The 12-month period is defined as the 12 months prior to when the leave will commence. Eligible employees may take leave in the following manner:

- Family leave for the birth or adoption of a child must be taken within 12 months of the birth or adoption of the child.
- Leave for birth or adoption shall normally be limited to one consecutive leave period; it may not be taken on an intermittent or reduced time basis, (e.g., every other day or a couple of hours every day). However, if the employee is approved by a health care provider and their supervisor to work on an intermittent basis during the 12-week period, the employee must submit a “fitness for duty” certification from the health care provider, verifying the employee’s ability to return to work, with or without restrictions. The employee cannot work from home unless approved under the [Telecommuting policy \(4.11\)](#)
- As consecutive weeks or on an intermittent basis when medically necessary, or for qualifying exigencies. Employees must attempt to schedule intermittent leave to minimize disruption of normal operations

Employee request and notice

The Family and Medical Leave Act not only mandates certain protections and benefits for employees who apply for it, but also specifies that it is the employer's responsibility to determine when an employee's absence should be considered as protected leave under this law. The university has the legal authority to consider an employee's absence as family and medical leave when it has sufficient evidence that the absence is due to an FMLA-qualifying reason, or the circumstances of the absence are such that the university should reasonably suspect that the absence is for an FMLA purpose, even if the employee has not applied for family and medical leave. [Consistent with federal law and regulations, if an employee is absent for more than three \(3\) working days and the university has sufficient evidence that the absence is due to an FMLA-qualifying reason, the university may place the employee on leave pursuant to the FMLA.](#) The office of human resources will notify the employee in writing and the necessary paperwork provided to the employee for completion.

An employee requesting leave under the FMLA provision must contact the office of human resources, who will inform the employee about the procedure and the need to submit complete and sufficient supporting medical and/or military documentation. The university requires medical certification to support a request for Family and Medical Leave, the employee will have 15 calendar days from the date he/she receives the FMLA packet from the office of human resources to provide the university with such certification. **Failure to provide the medical certification may result in a delay or denial of the requested leave.** The office of human resources has final approval of all family leave requests.

When leave is foreseeable, an employee must give the university 30 days advance notice. In addition, when foreseeable leave is for planned medical treatment, the employee must make a reasonable effort to schedule the treatment so as not to unduly disrupt the university's

operations. If it is not possible to provide 30 days notice, as much notice as is practical must be provided.

An employee on leave is required to report any change in his/her status, duration of leave, or intent to return to office of human resources. During the leave, the university may require periodic recertification supporting the need for leave.

Pay and benefits during leave

The office of human resources will promptly inform the employee of the status of pay and benefits. FML is unpaid; however, the employee is required to use their accrued paid leave (vacation, sick leave or compensatory time) concurrently with FML during the absence. An employee must follow the same terms and conditions of the leave policies that apply to other employees for use of paid leave.

If an employee does not have accrued paid leave available, the FML will be unpaid. While on an unpaid FML, employees will not accrue sick or vacation time during a month in which they have not been paid for 80 or more hours. Additionally, employees on FML may not be paid for a holiday(s) that occurs during the period that they are on family and medical leave.

While on leave, in order to be paid for the holiday(s), an employee must use accrued time the day before the holiday occurs. For purposes of determining the amount of leave used by an employee, the fact that a holiday may occur within the week taken as FMLA leave has no effect; the week is counted as a week of FMLA leave. However, if an employee is using FMLA leave in increments of less than one week, the holiday will not count against the employee's FMLA entitlement unless the employee was otherwise scheduled and expected to work during the holiday. Similarly, if for some reason the university's business activity has temporarily ceased and employees generally are not expected to report for work for one or more weeks (e.g., Christmas break), the days the employer's activities have ceased do not count against the employee's FMLA leave entitlement.

Continuation of benefits during family and medical leave: For the duration of the approved family and medical leave, the university will maintain the employee's benefits at the same level and under the same conditions as if the employee had continued work. The employee is required to continue to pay his/her contribution to dependent insurance or other elective benefit costs. If on paid leave, premiums will be deducted from pay as usual. If some or all of the leave will be without pay, information on how and when to make premium payments will be provided to the employee. If necessary, employees will be allowed to discontinue coverage and be reinstated to the plan, if they return to work on or before expiration of the family and medical leave.

If the employee does not return to work with the university, or returns for less than a period of 30 days after the leave has ended, the employee will owe the university the cost of any benefits provided during the entire duration of the family and medical leave, including the employer

contribution to the employee's health benefits. No such amount shall be owed if there is a reoccurrence or onset of a serious health condition, or if, in the opinion of the university, there is a change of circumstances beyond the employee's control.

Return to work

Employees should notify the office of human resources of their intent to return to work two weeks prior to the anticipated date of return, or of any medically necessary changes in the date of return. If the leave was due to a serious health condition as defined by the FMLA, the university will require a "fitness for duty" certification from the health care provider, verifying the employee's ability to return to work, with or without restrictions. Employees may also be required to submit to a medical examination before returning to work. If employees return to work on or before the expiration of available FML, they will normally be returned to their former position or an equivalent job. If, however, they do not return at the expiration of FML, there is no guarantee of reinstatement.

7.9 ~~Funeral leave~~ Bereavement leave

Full-time employees may be excused from work, with pay, in ~~the event of a~~ relation to the funeral for their death of a spouse, ~~/e,~~ domestic partner, children/~~step-children/~~ son-in-law / daughter-law / children of domestic partner, mother, step mother / mother-in-law / mother of domestic partner, father / step-father / father-in-law / father of domestic partner, brother / step-brother / brother-in-law, brother of domestic partner, sister / step sister / sister-in-law / sister of domestic partner, grandchildren / step-grandchildren, grandparents and / great-grandparents / domestic partner children, mother, father, brother, sister, grandchildren, grandparents and great-grandparents, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, step-children, step-father, step-mother, step-brother, step-sister, step-grandchildren, step-grandparents, and step-great grandparents / grandparents of domestic partner, - or an adult who stood 'in loco parentis' during childhood, or any other individual with whom the employee had a close relationship. The employee's supervisor may grant ~~funeral bereavement~~ leave for up to five ~~(5) consecutive~~ workdays for each ~~funeral death~~ involving a family member or other individual listed in this policy. Time not worked because of ~~funeral bereavement~~ leave will be paid at the full-time employee's regular, straight time, hourly rate.

Grievance Procedures

G7.02-10 Grievance Procedures

This grievance procedure is designed to address both disciplinary actions and complaints and disputes between the employee and the university over working relationships, working conditions, employment practices or differences in interpretation of policies. This grievance procedure applies only to non-probationary, full-time employees. The grievance steps available to an employee is dependent on the nature of the grievance. Not all grievance steps listed below are available in all circumstances. Each step specifies when it is available to an employee. Union employees are covered by the grievance procedure established in the Memorandum of Agreement between the university and The International Brotherhood of Electrical Workers (IBEW), AFL-CIO, Local No. 453 and The International Brotherhood of Teamsters Local Union 245.

This grievance procedure does not apply to employees who have been subjected to disciplinary action, up to and including termination of employee, pursuant to Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy, as such policy includes its own specific grievance procedure.

When an issue or dispute regarding general employment matters arises between an employee and his/her supervisor or co-worker, the employee is encouraged to first discuss the concern with his/her immediate supervisor or the Office of Human Resources. Many general concerns may be resolved through this dialogue and communication.

Employees who believe they have a legitimate grievance may undertake the following procedure in order to resolve the matter. In certain circumstances, employees may be suspended either with or without pay, as determined appropriate by the university, pending the outcome of the grievance procedure. In cases of employment termination, the grievance procedure may be utilized after the termination effective date.

As outlined in the *Missouri State University Nondiscrimination Policy* (see Chapter 2), the University maintains a grievance procedure incorporating due process available to any person who believes he or she has been discriminated against on the basis of a protected class. Missouri State University is an Equal Opportunity/Affirmative Action/Minority/Female/Veterans/Disability/Sexual Orientation/Gender Identity employer. Inquiries concerning the complaint/grievance procedure related to ~~any protected class, sex discrimination, including sexual harassment and sexual assault, should be addressed to the Title IX Coordinator, Carrington Hall 205, 901 S. National Ave., Springfield, Missouri 65897, TitleIX@MissouriState.edu, 417-836-8506, or to the Office for Civil Rights. All other inquiries concerning the grievance procedure, the~~ Affirmative Action Plan, or compliance with federal and state laws and guidelines should be addressed to the Equal Opportunity Officer, Office for Institutional Equity and Compliance, Carrington Hall 205, 901 S. National Ave., Springfield,

Missouri 65897, Equity@MissouriState.edu, [417-836-4252](tel:417-836-4252), or to the Office for Civil Rights. (Res. Board Policies No. 70-11; Bd. Min. 10-28-11.)

10.5 Step 5 - Appeal to the Board of Governors

No disciplinary action may be appealed to the Board of Governors except ~~for dismissal (i.e., termination of employment)~~as permitted by a contractual right (i.e. collective bargaining agreement). In such cases ~~an appeal to the Board of Governors must be made in writing by the employee, and must be filed with the university president within ten (10) workdays following the issuance of the findings by the university president; otherwise the findings and resulting dismissal become final. Upon receipt of the written appeal, the university president will notify the chair of the Board of Governors. In its sole discretion, the Board may either hear the appeal, or refuse to hear the appeal (thereby affirming the findings of the university president and the employee's dismissal). In the event that the Board decides to hear the appeal, the chair of the Board will schedule the grievance appeal for hearing at the next regular Board meeting, or as otherwise determined appropriate by the chair of the Board. The appeal may be formal or informal, and the time and place of such appeal will be communicated within a reasonable time to all parties involved. The Board, or its designated committee, shall have access to all facts and information it may feel are relevant and material to the issue. Parties involved in the appeal may be represented by counsel. The presiding officer selected by the Board of Governors will rule on all questions of evidence and procedure. Upon conclusion of such appeal, the Board or its designated committee will render a finding in writing which will be final, the appeal will be managed pursuant to the terms of the contract permitting the appeal.~~

III.D.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

The following amended resolution was moved by _____
and seconded by _____.

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.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Recommend the attached report summarizing all reportable Office of Procurement Services activity from May 10, 2022, through June 14, 2022, be approved.

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

FOR INFORMATIONAL PURPOSES ONLY

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

**Books, North American/United Kingdom English Language Editions \$140,250.00
Meyer Library (Estimated)**

Renewal of Contract C7817-1 initiated with Gobi Library Solutions from EBSCO, for the purchase of Class I B Books.

Action is the third renewal for the contract term July 1, 2022 through June 30, 2023, with three additional University optional one-year renewals through June 30, 2026. **Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

Note: Funding to be from ongoing operational budgets.

Single feasible source > \$100,000

**Software for Behavioral Health Services \$142,690.00
Counseling Center (Estimated)**

Pursuant to University policy, an agreement has been executed with Protocall+ as the single feasible source for behavioral software for the University's Counseling Center. A two-year term is contemplated at a total estimated cost of \$142,690.00.

Each party will have the ability to cancel the contract with written notice. The contract is to start on July 1, 2022 and end on June 30, 2024.

The University has been using the third-party telephonic behavioral health services since 2016. During this time, the University has enjoyed success with Protocall+ telephonic services.

Protocall+ is the premier provider of higher education behavioral health services. It has an extensive and successful history since 1992, working in higher education campus-based counseling centers at more than 135 centers, and has a proven record of success with over 1.6 million students.

May 10, 2022, through June 14, 2022

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PAGE TWO

Note: Funding to be from ongoing operational budgets.

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

Food Service Smallwares	\$150,000.00
Residence Life, Housing and Dining Services	

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, recommend approval to utilize Sourcewell Cooperative Contract 091918-TMSK for TriMark Food Service Equipment, Supplies, and Design.

Expenditure is for food service smallwares for the new residence hall on Holland Avenue.

Approval for project furniture, fixtures, and equipment was obtained in March 2020 for \$1,443,671.00. Informational reporting applies when individual contractor transactions are above the \$100,000.00 reporting threshold.

Note: Funding to be from Residence Hall Reserve X06025 192018 76302 095.

Single Feasible Source > \$100,000

Space Management Software	\$215,478.24
Administrative Services	(Five-Year Term)

University Administrative Services recommends purchase of the Financial Accounting Management Information System (FAMIS) space management module, provided by Accruent, the vendor for EMS, the University's space management and event and meeting management software.

Support Services within Administrative Services utilizes EMS for space management needs, from data management of university square footage and building information, to utilization of physical campus spaces.

FAMIS integrates with EMS to provide efficiencies in space management and better data management for the university. This module manages many of the manual process that University Support Services administers currently, from space audits, to moves, to review of current space, to visually mapping out potential configurations for changes to occupancy of space, all to provide for efficiency in Support Services.

May 10, 2022, through June 14, 2022

ACTIVITY REPORT
PAGE THREE

Reporting with the module allows a more encompassing analysis, to include dashboards and reporting within the system, for further efficiencies.

Year	Annual Cost
Installation Cost (Year One)	\$53,549.60
Year One	\$30,500.00
Year Two	\$31,415.00
Year Three	\$32,357.45
Year Four	\$33,328.18
Year Five	\$34,328.01
Total	\$215,478.24

Note: Funding to be from ongoing operational budgets A02000 062000 73421 063.

FOR APPROVAL

Exercise of contract renewal option for the purchase of goods and services estimated > \$250,000

Periodicals, S1 Domestic Origin	\$440,000.00
Meyer Library	(Estimated)

Recommend renewal of Contract C7331-1 with Otto Harrassowitz, for the purchase of Class S1 Periodicals for the period July 1, 2022 through June 30, 2023. The renewal is the sixth of six available renewal options, and **subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options.** Contract prices and mailing services will remain the same as during the original contract period.

Note: Funding to be from ongoing operational budgets.

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PAGE FOUR

**Exercise of contract renewal option for the purchase of goods and services estimated >
\$250,000**

Periodicals, S2 European Origin	\$750,000.00
Meyer Library	(Estimated)

Recommend first of two one-year renewals of Contract C6623-1 with Otto Harrassowitz, for the purchase of Class S2 Periodicals for the period July 1, 2022 through June 30, 2023. Contract prices and mailing services will remain the same as during the original contract period.

Note: Funding to be from the ongoing operational budgets.

III.D.2.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. _____

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

BE IT RESOLVED by the Board of Governors for Missouri State University that space not to exceed 53,001 square feet of space be rented at a price of between \$9.50 - \$15.00 per square foot for various University departments and offices in Meyer Alumni Center for the 2022-2023 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2022-2023 lease for Meyer Alumni Center be formally approved via this resolution at the \$9.50 - \$15.00 per square foot rental rate for the 53,001 square feet of space in Meyer Alumni Center.

BE IT FURTHER RESOLVED that the Chair of the Board of Governors or his/her designee be hereby authorized to initiate and sign a lease agreement for July 1, 2022 - June 30, 2023 with the owner of this building, the Missouri State University Foundation.

Carol Silvey
Board Chair

Passed at Meeting on
June 24, 2022

Rowena Stone
Secretary to the Board

Development and Alumni Relations	20,372 sq. ft.	\$10.00
Development and Alumni Relations	5,439	\$11.00
Advancement Services	1,543	\$15.00
Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development	8,517	\$10.00
Office of Visual Media	1,965	\$10.00
University Advancement	3,200	\$11.00
Learning Diagnostic Clinic/Assessment Center	2,666	\$10.00
Mail Room and Vending	420	\$10.00
Missouri State Outreach	2,339 x	\$10.00
Missouri State Outreach	6,290 x	\$11.00
Missouri State Outreach	<u>250</u> x	\$15.00
Total Square Feet	53,001 sq. ft.	

Overview:	Total square feet at \$10.00	36,279	\$ 362,790.00
	Total square feet at \$11.00	14,929	164,219.00
	Total square feet at \$15.00	1,793	<u>26,895.00</u>
		53,001	\$ 553,904.00

Notes:

- 1) Missouri State University does a monthly budget transfer for the following areas:
Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, the mail room and vending areas. Total square feet: 44,122
- 2) The Missouri State Outreach office does a monthly budget transfer for their space.
Total square feet: 8,879

June 24, 2022

LEASE AGREEMENT

This Lease made this 24th day of June, 2022, by and between the Missouri State University Foundation, a Missouri not-for-profit corporation, hereinafter referred to as "Landlord" and Missouri State University, hereinafter referred to as "Tenant."

WITNESSETH THAT:

ARTICLE I: PREMISES

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

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

ARTICLE II: TERM

2.1 Term: The term of this Lease shall commence on July 1, 2022 (the "Commencement Date") and, subject to Tenant's option, if any, to extend the term of this Lease, as hereinafter provided, shall end on June 30, 2023 ("the Expiration Date"), both inclusive unless sooner terminated hereby.

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

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

ARTICLE III: USE OF PREMISES; RULES AND REGULATIONS

3.1 Tenant's use: The Premises consisting of fifty three thousand and one square feet (53,001), located in the Meyer Alumni Center, shall be used for the offices of Development and Alumni Relations, Advancement Services, Marketing & Communications, Editorial & Design Services, University Communications, Web Strategy & Development, Office of Visual Media, University Advancement, Learning Diagnostic Center/Assessment Center, Missouri State Outreach, any other university office so desired by the University. Tenant shall, at Tenant's expense, comply with all laws, rules, regulations, requirements, and ordinances enacted or imposed by any governmental unit having jurisdiction over the Center, Premises, Landlord or Tenant. Landlord makes no representation or warranty as to the legality or permissibility of the permitted use under applicable federal, state, or local law.

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

ARTICLE IV: RENT AND OTHER TENANT CONTRIBUTIONS

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

4.2 Base Rent: Tenant shall pay to Landlord as annual Base Rent for the Premises the sum of ten dollars (\$10.00) per square foot for 36,279 square feet; eleven dollars (\$11.00) per square foot for 14,929 square feet; fifteen dollars (\$15.00) per square foot for 1,793 square feet; and a total sum not to exceed five hundred fifty three thousand nine hundred four dollars (\$553,904.00), commencing July 1, 2022.

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

ARTICLE V: SERVICE, MAINTENANCE AND REPAIRS

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

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

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

ARTICLE VI: ALTERATIONS

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

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

ARTICLE VII: CERTAIN RIGHTS RESERVED TO LANDLORD

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

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

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

ARTICLE VIII: ASSIGNMENT AND SUBLETTING

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

ARTICLE IX: INSURANCE; INDEMNIFICATION

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

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

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

ARTICLE X: DESTRUCTION

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

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

ARTICLE XI: CONDEMNATION

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

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

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

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

ARTICLE XII: LIENS

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

ARTICLE XIII: DEFAULT AND REMEDIES

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

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

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

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

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

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

ARTICLE XIV: TRANSFER BY LANDLORD; SUBORDINATION; ESTOPPEL CERTIFICATE

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

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

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

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

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

ARTICLE XV: QUIET ENJOYMENT

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

ARTICLE XVI: SURRENDER; HOLDING OVER; REMOVAL OF PROPERTY

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

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

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

ARTICLE XVII: NOTICES

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

ARTICLE XVIII: MISCELLANEOUS

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

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

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

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

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

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

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

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

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

ATTEST:

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

Cindy Busby
Secretary to the Foundation

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Rowena Stone
Secretary to the Board

By: _____
Carol Silvey
Board Chair

EXHIBIT A

Description of Premises

Premises shall consist of 53,001 square feet.

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

LL	001	3,912	square feet
LL	002	700	square feet
LL	003	1,500	square feet
Suite	100	4,930	square feet
Suite	101	3,700	square feet
Vending		200	square feet
Suite	200	4,650	square feet
Suite	205	1,543	square feet
Suite	210	220	square feet
Suite	214	640	square feet
Suite	303	2,265	square feet
Suite	306	340	square feet
Suite	308	250	square feet
Suite	314	601	square feet
Suite	400	8,028	square feet
Suite	502	2,666	square feet
Suite	504	1,965	square feet
Suite	505	6,374	square feet
Suite	600	<u>8,517</u>	square feet

53,001

EXHIBIT B

Center Rules and Regulations

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

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

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

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

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

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

EXHIBIT C

Services Furnished

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

III.E.1.

RECOMMENDED ACTION – Approval of the 2022 Revisions to the Code of Student Rights and Responsibilities (Springfield and West Plains Campuses).

The following resolution was moved by _____ and seconded by _____.

WHEREAS, the Code of Student Rights and Responsibilities (Code) should be periodically reviewed, as stated in Article IX: Interpretation and Revision, and

WHEREAS, the Code has been edited to address stylistic and clarification issues. Additionally, the Code has been edited to re-evaluate the University's consequences for campus marijuana offenses.

WHEREAS, the revisions to the Springfield and West Plains' Campuses' Codes have been reviewed by a wide constituency of university stakeholders.

NOW, THEREFORE BE IT RESOLVED that the attached Code of Student Rights and Responsibilities, as amended, be approved by the Board of Governors and become effective for the beginning of the 2022-2023 academic year.

VOTE: AYE__

NAY__

Comments: In addition to stylistic changes, the proposed Code edits include an additional consequence for marijuana violations on campus. Prior to these edits, a student's second marijuana violation could subject them to potential dismissal from the University. Following these edits, a student would not be subject to dismissal until the third marijuana offense. These edits allow students additional opportunities for educational programming as well align with other institutions treatment of similar behavior.

**The Code of Student Rights and Responsibilities
of Missouri State University**

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The Code of Student Rights and Responsibilities of Missouri State University

Article I: Student Rights

- 1.1 The following enumeration of rights shall not be construed to deny or disparage other rights not in conflict with this Code of Student Rights and retained by Students in their capacity as members of the ~~university community~~ University Community or as citizens of the State or of the United States. This ~~code~~ Code shall not be construed in any manner which might run counter to a reasonable construction of the Policies of the ~~university~~ University and the direction of the Board of Governors; nor shall it be construed, interpreted, or applied in any manner which would seem detrimental to the privileges, purposes, aims, and goals of Missouri State University as a public institution of higher learning with a statewide mission in Public Affairs.
- 1.2 Federal and State constitutional guarantees of free inquiry, expression, and assembly are specifically restated as guarantees on this campus.
- 1.3 Students are free to pursue their educational goals and to have appropriate opportunities for learning in the classroom and on the campus as shall be provided by the ~~university~~ University.
- 1.4 No conduct ~~consequences~~ Consequences may be imposed upon any ~~student~~ Student without following minimal procedural due process, as described in Article VI of this Code.
- 1.5 Within the limits of its facilities, the ~~university~~ University shall be open to all applicants who are qualified according to the admission requirements, which may be adopted and established from time to time. The ~~university~~ University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, or gender expression), age, disability, veteran status, genetic information or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the ~~university~~ University.

- 1.6 Discussion and expression of all views relevant to the subject matter are permitted in the classroom subject only to the responsibility of the instructor to maintain order and a climate conducive to learning, within the stated goals and purposes of the ~~university-University~~.
- 1.7 All ~~students-Students~~ shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the ~~students-Student's~~ views, opinions, political associations, ~~organization-Organizational~~ memberships, or the instructor's biases based on the character of the ~~student-Student~~. Furthermore, all ~~student-Students~~ shall have the right to appeal a grade to the instructor, the department head, the college dean, and the Provost. All grade remedies under other existing policies shall be protected under this ~~code-Code~~.
- 1.8 Discussion and expression consistent with the laws of the State and the United States, and in the manner, time, and place prescribed by ~~university-University~~ policy, are permitted within the institution. Support of any cause by orderly means is permitted, subject to the paramount rights of the ~~university-University~~, the safety and rights of individuals, the protection of property, and the continuity of the educational process.
- 1.9 The ~~university-University~~ encourages expression of informative and differing viewpoints on issues and will support the presence on the campus of responsible persons representing various views. The ~~university-University~~ reserves the right to specify the conditions of time, place, and manner of speakers through the University's Expressive Activity Policy. See [G5.02 Expressive Activity Policy \(https://www.missouristate.edu/policy/G5_02_ExpressiveActivity.htm\)](https://www.missouristate.edu/policy/G5_02_ExpressiveActivity.htm).
- 1.10 Organizations and groups may be established within the ~~university-University~~ for any lawful purpose. Affiliation with an extramural ~~organization-Organization~~ shall not, in itself, qualify or disqualify the ~~university-University~~ branch or chapter from institutional privileges. A group shall become an ~~organization-Organization~~ when formally recognized by the ~~university-University~~ according to the procedures and regulations established by the Office of Student Engagement. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights and Responsibilities or with the laws of the State or of the United States.
- 1.11 A ~~student-Student~~ group or ~~organization-Organization~~ may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the ~~university-University~~, including the University's [Advertising, Distribution, Solicitation, and Facilities Usage Policy \(https://www.missouristate.edu/policy/Op1_01-](https://www.missouristate.edu/policy/Op1_01-AdvertisingDistributionSolicitationandFacilitiesUsagePolicy)

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[commercial-advertising-sales-solicitation-facilities-usage-policy.htm](#)], and the applicable laws of the State and of the United States, and provided that it does not disrupt the operation of the University.

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- 1.12 The ~~student~~ Student press is to be free of censorship. The editors and managers shall not arbitrarily be suspended because of ~~student~~ Student, ~~faculty~~ Faculty, administration, alumni, or community disapproval of editorial policy or content.
- 1.13 All ~~student~~ Students shall have the right to be represented in the Student Senate of the Student Government Association, and they further shall have all rights that constituents in democratic societies have including, but not limited to, the right of petition and recall of their representatives.
- 1.14 Students have limited rights of privacy while on ~~university premises~~ University Premises, which extend to living quarters in residence halls. The following activities shall not be considered to impinge upon such rights of privacy: the entry of a room to provide maintenance inspections or repair services; entry when there is reasonable cause to believe that a health or safety issue exists; entry when there is reasonable evidence of a disruption of peace that substantially interrupts the daily operations of the residence hall and/or floor community; entry of a room when a ~~student~~ Student permanently vacates the room; entry of a room when a ~~student~~ Student vacates a room for a break period; the search of ~~student~~ Student rooms by civil authorities in accordance with local, state, or federal laws; the removal of substances or property in violation of ~~university~~ University policy or law during a routine health or safety inspection; the removal of substances or property in violation of ~~university~~ University policy or law when in plain view; and the removal of substances or property in violation of ~~university~~ University policy or law during a situation when a ~~university official~~ University Official, in the course of the Official's duties, believes an emergency situation exists which poses threat of harm to a member of the campus community or to ~~university~~ University property. Students should not expect these limited rights of privacy to extend to computer accounts and electronic mail. The ~~university~~ University reserves the right to access ~~student~~ Student files and accounts as a part of normal routine tasks and for the purposes of investigating alleged wrongdoing.
- 1.15 All ~~student~~ Students shall have the right to have their academic and conduct records protected from unauthorized access by any person without the written consent of the ~~student~~ Student involved, except as allowed by state and federal law.

- 1.16 All ~~student-Students~~ shall have the right to access, according to published ~~university~~ University regulations and/or procedures, all ~~university-University~~ structures where ~~student~~ Student fees or fines directly contribute to the upkeep of said buildings, except private offices and other areas where ~~student-Student~~ access could compromise privacy. These buildings shall include, but are not limited to, Plaster Student Union, Hammons Student Center, McDonald Arena, Meyer Library, Robert W. Plaster Stadium, Betty and Bobby Allison North Stadium, Betty and Bobby Allison South Stadium, Betty and Bobby Allison Recreational Fields, Betty and Bobby Allison Sand Volleyball Courts, Student Art Gallery, and Magers Health and Wellness Center.
- 1.17 All ~~student-Students~~ shall have the right to be secure from having these rights infringed upon by ~~university-University~~ administrators, ~~faculty-Faculty~~, support staff, or fellow ~~student-Students~~.
- 1.18 All ~~student-Students~~ have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation, and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Dean of Students Office, the Office of Student Conduct, the Office of the Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist ~~student-Students~~ who believe they may be the victim of retaliation, intimidation, and/or harassment.
- 1.19 The ~~university-community-University Community~~ is a community of people with respect for diversity. The ~~university-University~~ emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination policy regarding the treatment of individual ~~faculty-Faculty~~, staff, and ~~student-Students~~. In accord with federal law and applicable Missouri statutes, the ~~university-University~~ does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the ~~university~~ University. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972

Article II: Responsibilities

Missouri State University has a single purpose: to develop educated persons. It is thus committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual worlds as well as unknown physical worlds. In a world where knowledge can become outdated in less than a decade, the ~~university-University~~ is committed to the discovery and dissemination of knowledge that serves the future.

Educated persons are developed through the interaction of competent, caring ~~faculty-Faculty~~ and capable, motivated ~~student-Students~~, supported by dedicated professional staff. It is assumed that the three components of the ~~university-University~~, ~~faculty Faculty~~, ~~student-Students~~, and staff, come together as a community in pursuit of the single purpose of the ~~university-University~~. In joining this community, ~~student-Students~~ voluntarily assume certain responsibilities that are necessary for promoting the welfare of the community. Although no definitive list of responsibilities can ever truly be developed, the following represent the main responsibilities ~~student-Students~~ assume by becoming members of the ~~university-community-University Community~~.

- 2.1 Academic integrity and honesty are the foundation of the ~~university-community-University Community~~. Students are expected to practice academic integrity in all assigned work. Students are expected to be honest in all interactions with other ~~student-Students~~, ~~faculty Faculty~~, and staff.
- 2.2 The ~~university- University~~ has the inherent right to promulgate appropriate rules and regulations for the orderly conduct of ~~university-University~~ business and the protection of the health and safety of the ~~university-community-University Community~~. Students are expected to comply with all published and stated rules and regulations.
- 2.3 Members of the ~~faculty-Faculty~~ and staff have the authority to properly direct ~~student Student~~ conduct in concert with the authority stated above. Students are expected to comply with directives of ~~university-officials-University Officials~~ who are acting in performance of their duties. Students must comply with directives even when they disagree with the directives. A ~~student-Student~~ retains the right to appeal an issued directive through the administrative structure that exists for the ~~faculty-Faculty~~ or staff member who issued the directive, through established policies.
- 2.4 The search for knowledge can only take place within an atmosphere of open exchange. Open exchange can only take place in an environment of respect and civility. The ~~university-University~~ has an economically, culturally, and ethnically diverse population. Students are encouraged to respect differences of culture, lifestyles, and religions as well

as to respect freedom of expression. Additionally, ~~student-Students~~ are encouraged to behave in a manner that is both respectful and civil.

2.5 The campus and its grounds, facilities, and equipment are provided largely by the people of the State of Missouri for the ~~student-Students~~ of the ~~university-University~~. Students are expected to protect and guard these resources.

2.6 Individual compliance with ~~university-University~~ rules and regulations can only partially ensure a safe and orderly environment. Being a responsible member of the community also implies encouraging behaviors in others which are consistent with these rights and responsibilities, discouraging behaviors which are inconsistent, and taking positive action in the face of violations. Minimally, ~~student-Students~~ are expected to participate in the process of adjudicating violations of ~~university-University~~ expectations, rules, and/or regulations. This implies that ~~student-Students~~ will report violations for which they have knowledge and participate in the conduct process as necessary.

2.7 Good Citizen Policy. The welfare of our ~~student-Students~~ is of the highest importance to Missouri State University. There will be times when individual ~~student-Students~~, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University hopes that these ~~student-Students~~ will seek help, and that other ~~student-Students~~ will respond to obtain the help that their fellow ~~student-Student~~ needs. To that end, Missouri State University intends to minimize any hesitation that ~~student-Students~~ might have in obtaining help due to concern that their own behavior might be a violation of ~~university-University~~ policy. The ~~university-University~~ pursues a policy of limited immunity for ~~student-Students~~ who offer help to others in need. While policy violations cannot be overlooked, the ~~university-University~~, to the extent possible, will consider the positive impact of reporting an incident on the welfare of ~~student-Students~~ when determining the appropriate response for ~~university-University~~ policy violations by the reporter of the incident. Any possible negative ~~consequences-Consequences~~ for the reporter of the problem should be weighed against the possible negative ~~consequence-Consequences~~ for the ~~student-Student~~ who needs intervention. At a minimum, Missouri State University suggests that a ~~student-Student~~ anonymously report any situation that would put the ~~student-Student~~ in need in touch with professional help. To report an incident, contact the Office of Student Conduct, Plaster Student Union, Room 405 (417-836-6937). Incidents may also be reported through the Office of Student Conduct's website: www.missouristate.edu/studentconduct.

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2.8 Attending classes becomes a responsibility of ~~student-Students~~ when they are admitted to the ~~university-University~~ and for as long as they are in good standing. Students are expected

to attend class in accordance with the rights and responsibilities afforded them by the University's ~~Attendance Policy (Op3.04-7 Attendance Policy,~~ https://www.missouristate.edu/policy/Op3_04_7_Attendance.htm).

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- 2.9 The primary interaction between ~~faculty-Faculty~~ and ~~student-Students~~, which produces educated persons, is in the classroom in the individual course setting. Requirements of participation in classroom discussion and submission of written exercises are consistent with this document.

- 2.10 Pursuant to the University's ~~Class Disruption policy (Op3.04-11 Class Disruption,~~ https://www.missouristate.edu/policy/Op3_04_11_ClassDisruption.htm), the course instructor has original jurisdiction over the class and may deny a ~~student-Student~~ who is unduly disruptive the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The Student is expected to comply with all reasonable directives of the course instructor. The course instructor may have a Student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. The appeals process in case of such administrative withdrawal shall be as stated in the [Grade Appeals and Academic Grievances \(https://www.missouristate.edu/registrar/catalog/graderev.htm\)](https://www.missouristate.edu/registrar/catalog/graderev.htm) policy.

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- 2.11 Pursuant to the University's Non-Discrimination Policy Statement ~~(G1.05 Non-Discrimination Policy Statement,~~ https://www.missouristate.edu/policy/g1_05_nondiscriminationpolicy.htm), ~~student~~ ~~Students~~ are not permitted to discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in connection with their activities as members of the ~~university community-University Community~~.

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- 2.12 Students will be held responsible, pursuant to this ~~code-Code~~, for the behavioral acts of their guests when such acts are in violation of the ~~code-Code~~ and occur on ~~university premises-University Premises~~ or in conjunction with ~~university-University~~-sponsored or supervised activities.

Article III: Authority and Jurisdiction

- 3.1 The State of Missouri has delegated, by statute, authority for the governance of Missouri State University to the Board of Governors. This includes "full power and authority to adopt all needful rules and regulations for the guidance and supervision of the conduct of all ~~student-Student~~ while enrolled as such" and the authority to enforce obedience to those rules and regulations. It also has the power to delegate ~~student-Student~~ conduct authority.
- 3.2 Generally, jurisdiction and the conduct process will be limited to behavior which occurs on ~~university-premises-University Premises~~ or at ~~university-University~~-sponsored activities. Jurisdiction and the conduct process will apply to the conduct of ~~student-Student~~, ~~student-Student~~ groups, and ~~student-organizations-Student Organizations~~ which occurs off of ~~university-premises-University Premises~~ when such conduct adversely affects the ~~university-University~~, a member of the ~~university-community-University Community~~ or that reflects a clear disregard for the rights and responsibilities found herein.
- 3.3 Each ~~student-Student~~ will be responsible for complying with this ~~code-Code~~ from the time of application for admission through the actual awarding of a degree as well as during the academic year and during periods between terms of actual enrollment (even if their conduct is not discovered until after a degree is awarded). The ~~code-Code~~ shall apply to a ~~student-Student~~'s conduct violation even though the conduct violation may have occurred before classes begin or after classes end. The ~~conduct-officer-Conduct Officer~~ may choose to pursue conduct charges even if the ~~student-Student~~ withdraws from school while a conduct matter is pending.

Article IV: Proscribed Conduct

Any ~~student-Student~~ found by the ~~university-University~~ to have committed any of the following misconduct is subject to the ~~consequences-Consequences~~ outlined in Article VII. The authority to determine if a specific act is subject to ~~Consequences~~ shall be determined pursuant to the procedures set forth in this ~~code-Code~~ or ~~university-University~~ Policy, as applicable.

- 4.1 Non-Academic Acts of Dishonesty: Non-Academic Acts of Dishonesty are acts of dishonesty not related to the ~~student-Student~~'s academic performance. Non-Academic Acts of Dishonesty may include, but are not limited to, the following:

- a. Furnishing false information to any ~~university-official~~ University Official, ~~faculty member-Faculty Member~~, or office, or the use or possession of any form of false identification.
- b. Forgery, alteration, or misuse of any ~~university-University~~ document, record, or instrument of identification.
- c. Tampering with the election of any ~~student-organization-Student Organization~~.

Acts of dishonesty that are related to a ~~student-Student~~'s academic performance, and any incident of alleged academic dishonesty committed by any ~~student-Student~~ at Missouri State University outside of the context of enrollment in any particular course, are not governed by this ~~code-Code~~, but are instead governed by the Student Academic Integrity Policies and Procedures. This document is available in the Office of the Provost, at https://www.missouristate.edu/Policy/Op3_01_AcademicIntegrityStudents.htm and in the Office of Academic Affairs.

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- 4.2 Disruption or obstruction of teaching, research, administration, conduct proceedings, other ~~university-University~~ activities, including its public-service functions on or off campus, or ~~university-University~~-sponsored or supervised activities.
- 4.3 Discriminatory Harassment, which is unwelcome conduct directed toward another person or an identifiable group of persons on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law, which is so severe, pervasive and objectionably offensive, and that so undermines and detracts from the person or identifiable group's education experience that the ~~student-Student~~(s) are effectively denied equal access to the ~~university-University~~'s resources and opportunities. [See Op1.02-2 Discrimination Complaint and Investigation Procedures \(https://www.missouristate.edu/Policy/Op1-02-2-discrimination-complaint-and-investigation-procedures.htm\).](https://www.missouristate.edu/Policy/Op1-02-2-discrimination-complaint-and-investigation-procedures.htm) For additional information regarding the ~~adjudication~~ [Adjudication](#) of allegations of discriminatory harassment, see Article 6.
- 4.4 Attempted or actual theft of and/or damage to property of the ~~university-University~~ or property of a member of the ~~university-community-University Community~~ or other personal or public property.

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- 4.5 Hazing, an act that endangers the mental or physical health or safety of a ~~student-Student~~, or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or ~~organization-Organization~~. The express or implied consent of the ~~student-Student~~ will not be a defense to a violation of hazing. The willing participation or acquiescence of the ~~student-Student~~ subject to the hazing activity is no defense and is still a violation of this policy.
- 4.6 Failure to comply with directives of ~~university-official-University Official~~s or law enforcement officers acting in performance of their duties (including, without limitation, failure to comply with a no-contact directive) and/or failure to identify oneself to these persons when requested to do so.
- 4.7 Unauthorized possession, duplication, or use of keys to any ~~university-premises-University Premises~~ or unauthorized entry to or use of ~~university-premises-University Premises~~ that have restricted access.
- 4.8 Violation of ~~university-University~~ policies, rules, or regulations including but not limited to: The University Catalogue, Policy and Ethics for Student Computer Use and Computer Network Use, The Guide to Residence Hall Living, and the University Policy Library available at <http://www.missouristate.edu/policy/> (“University Policy”).
- 4.9 Violation of federal, state, or local laws and ordinances on ~~university-premises-University Premises~~ or at ~~university-University~~-sponsored or -supervised activities. Violations of federal, state or local laws and ordinances that occur off campus when the conduct adversely affects a member of the ~~university-community-University Community~~ or the behavior reflects a clear disregard for this ~~code-Code~~, State law, or Federal law.
- 4.10 Use, possession, or distribution of narcotics or other controlled substances, or related ~~paraphernalia-Paraphernalia~~, except as expressly permitted by Federal law ~~or public intoxication on University Premises~~. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum ~~consequences~~ Consequences for a violation of this, Section 4.10 are outlined in 7.11.

- 4.11 Use, possession, or distribution of alcoholic beverages, or alcohol ~~paraphernalia~~ Paraphernalia (as defined in this Code) except as expressly permitted by the law and ~~university-University~~ regulations, or public intoxication on ~~university-premises-University~~ Premises. Recommended minimum ~~consequences-Consequences~~ for violations of the alcohol policy are outlined in 7.11.
- 4.12 Possession and/or use of ~~firearems-Firearms~~, fireworks, ~~explosive-weapons-Explosive~~ Weapons, and ~~other-weapons-Other~~ Weapons, as defined by ~~university-University~~ policy and Missouri law, on ~~university-premises-University~~ Premises.
- 4.13 Tampering with fire alarms, extinguishers, and/or other safety equipment.
- 4.14 Participation in a campus demonstration which disrupts the normal operations of the ~~university-University~~ and infringes on the rights of the ~~university-community-University~~ Community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on ~~university-premises-University~~ Premises or at a ~~university-University~~ sponsored or sanctioned event.
- 4.15 Obstruction of the free flow of pedestrian or vehicular traffic on ~~university-premises~~ University Premises or at ~~university-University~~-sponsored or -supervised functions.
- 4.16 Unauthorized Surveillance: making unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including, but not limited to, shower/locker rooms, residence hall rooms, and restrooms. Also prohibited is the intentional or knowingly viewing, storing, sharing, and/or other distribution of such unauthorized images by any means.
- 4.17 Unauthorized distribution of sexually explicit images, sharing, displaying, or otherwise distributing nude or sexually explicit images of another individual without that individual's consent, even if the image was lawfully made or taken with consent. The knowing or intentionally viewing of an image by a third-party when the third party knows or has reason to know that the subject of the image has not consented to such viewing or distribution is likewise a violation of this section.
- 4.18 Abuse of computing resources, including but not limited to:

- a. Sharing a ~~university~~ University account password with others, allowing anyone else to use your account, or use someone else's account.
- b. Copying, sharing, uploading, downloading, sending, or knowingly receive copyrighted or trade/service marked materials without authorization.
- c. Fraudulently accessing and interfering with computer systems, resources, data, or other users.
- d. Examining, altering, or attempting to examine or alter another computer user's private files or electronic communications without authorization.
- e. Using or altering electronic communications to hide identity or impersonate another party.
- f. Disrupting, attempting to disrupt, or supporting the disruption of ~~university~~ University or external information technology services, systems, or users.
- g. Violating Missouri State University's Acceptable Use and/or Computers/Networks Policies (for more information on these policies visit https://www.missouristate.edu/Policy/Op12_02_1_AcceptableUse.htm and https://www.missouristate.edu/Policy/Op12_02_3_Networks_and_Telecommunications.htm).

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4.19 Physical Misconduct, including but not limited to:

- a. Inflicting bodily harm or unwanted physical contact upon any person.
- b. Taking any action for the purpose of inflicting harm upon any person.

4.20 Sexual Harassment as defined in the University's [Title IX Sexual Harassment Grievance Procedure Policy, Op 1.02-11](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm) (<https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm>). **Note:** Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through Op1.02-11, the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Office of Student Conduct may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by Op.1.02-11 should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, titleix@missouristate.edu.

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4.21 Abuse of the Conduct System, including but not limited to:

- a. Failure to obey the directives of a ~~conduct-officer~~ Conduct Officer or ~~university official~~ University Official.
- b. Providing false, distorted, or misrepresenting information before an adjudicator in a ~~university~~ University process determining responsibility (e.g. ~~conduct-officer~~ Conduct Officer, ~~university-official~~ University Official, ~~hearing~~ Hearing Authority, and/or Decision Maker).
- c. Disruption or interference with the orderly conduct of a conduct proceeding.
- d. Institution of a conduct proceeding knowingly without cause.
- e. Attempting to discourage an individual's proper participation in, or use of, the conduct system.
- f. Attempting to influence the impartiality of any member of a conduct proceeding prior to, during, and/or after a conduct meeting and/or hearing.
- g. Retaliation against any person participating in the conduct process.
- h. Failure to comply with ~~consequences~~ Consequences imposed following a conduct proceeding.
- i. Influencing or attempting to influence another person to commit an abuse of the conduct system.

4.22 Violations of Missouri State University's Tobacco Use/Smoking Policy. This policy can be found online http://www.missouristate.edu/policy/op11_18_tobaccouse.htm.

4.23 Assisting, facilitating, or encouraging, through act or omission, any person or group with committing or attempting to commit a violation of this ~~code~~ Code or Federal/State laws and regulations. Failure to leave or report a situation where any person is committing or attempting to commit a violation of this ~~code~~ Code.

Article V: Violation of Law and University Conduct

5.1 University ~~student~~ Student conduct proceedings may be instituted against a ~~student~~ Student charged with conduct that potentially is a violation of both criminal law and this ~~code~~ Code.

Proceedings under this ~~code-Code~~ may be carried out prior to, simultaneously with, or following civil or criminal proceeding off-campus at the discretion of the Office of Student Conduct. Determinations made or ~~consequences-Consequences~~ imposed under this ~~code Code~~ shall not be subject to change because criminal charges were dismissed, reduced, or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Office of Student Conduct, in conjunction with the Dean of Students and other appropriate ~~university-official-University Officials~~, will determine whether law enforcement shall be notified.

- 5.2 When a ~~student-Student~~ is charged by federal, state, or local authorities with a violation of law, the ~~university-University~~ will not request or agree to special consideration for that individual because of his or her status as a ~~student-Student~~. If the alleged offense is also the subject of a proceeding before a conduct body under the ~~code-Code~~, or other ~~university University~~ Policy, however, the ~~university-University~~ may advise off-campus authorities of the existence of ~~university-University~~ Policy and of how such matters will be handled internally within the ~~university-community-University Community~~. The ~~university University~~ will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of ~~student-Student~~ violators. Individual ~~student-Students~~, staff members, and ~~faculty-member-Faculty Members~~, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Article VI: Student Conduct Adjudication Process

The development of self-discipline is a goal of education, and the ~~student-Student~~ conduct process is intended to be educational in nature. The ~~student-Student~~ conduct ~~adjudication-Adjudication~~ process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for, jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the ~~student-Student~~ conduct ~~adjudication Adjudication~~ process described in this ~~code-Code~~. The ~~student-Student~~ conduct ~~adjudication-Adjudication~~ process outlined below is designed to balance the rights and responsibilities of the ~~student-Student~~ accused of wrongdoing with the rights of the ~~university-community-University Community~~, including but not limited to, the complaining ~~student-Student~~, other ~~student-Students~~, ~~faculty-Faculty~~, staff, and the public.

- 6.1 Subject to other ~~univeristy-University~~ Policy, any member of the ~~university-community University Community~~ may file a complaint against any ~~student-Student~~ or ~~student organization-Student Organization~~ for alleged violations of this ~~code-Code~~. The complaint may be prepared in writing or notice may be given in another manner and directed to the

Office of Student Conduct, which has been given responsibility of the administration of the ~~univeristy~~-University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases ~~student~~-Students will not undergo more than one conduct process within the ~~university~~-University for the same incident.

6.2 Violations of Code Policies (other than violations of Op1.02-2 and Op1.02-11): After receiving an incident report or other indication of Code violations, the Office of Student Conduct, or their designee, may proceed as follows:

- a. Assign appropriate ~~conduct-officer~~-Conduct Officer
- b. ~~Conduct Officer~~ officer-conducts an investigation of the allegations, or other validation of the allegations received.
- c. If appropriate, send a charge letter indicating:
 1. The sections of the ~~code~~-Code or other ~~university~~-University policies allegedly violated
 2. Date, time, and place the alleged violation occurred (if available)
 3. A concise summary of the alleged violation
 4. A list of witnesses (to be supplemented later if necessary)
 5. A date, time, and location for the ~~respondent~~-Respondent to meet with the ~~conduct officer~~-Conduct Officer. The ~~respondent~~-Respondent's class schedule shall be consulted; the ~~respondent~~-Respondent may ask the ~~conduct-officer~~-Conduct Officer for an alternate date and time to meet within the deadline listed in the letter. The decision to alter the meeting time and date is at the discretion of the ~~conduct-officer~~-Conduct Officer.

6.3 Alleged Violations of [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy \(https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm\)](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm) If the ~~university~~-University receives an allegation of sex discrimination, including sexual harassment, the ~~university~~-University will address such allegations through the Governing Policy and the Grievance Procedure Policy. The ~~conduct-officer~~-Conduct Officer will forward any allegations of sex discrimination to the appropriate Official as indicated in ~~university~~-University Policy. Allegations of Sexual Harassment that fall within the scope of the Op1.02-11 will be handled entirely through that Policy, unless dismissed pursuant to that Policy.

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6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination based on a protected class that fall outside of Op 1.02-11 either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be investigated pursuant to Op1.02-2 Discrimination Complaint and Investigation Procedures Policy. After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding(s) from the investigation. Such document will be provided to the Office of Student Conduct. After receiving the document from the Equity Investigator, the ~~conduct-officer~~ Conduct Officer assigned to the complaint will proceed as follows:

- a. Prepare and send correspondence to the individual identified as the ~~respondent-Respondent~~ in the Investigative Report scheduling a conduct meeting where the assigned ~~conduct-officer~~ Conduct Officer will discuss the situation described in the document, the proposed charges against the ~~respondent-Respondent~~, the ~~consequence-Consequences~~ proposed by the ~~conduct-officer~~ Conduct Officer, and the ~~respondent-Respondent~~'s position on responsibility. At this conduct meeting, the ~~respondent-Respondent~~ will be given the opportunity to review the document prepared by the Equity Investigator, ~~conduct-officer~~ Conduct Officer charges and give a summary of information to be presented as to allow preparation of refutation. The ~~respondent-Respondent~~ will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings, and exhibits;
- b. Answer questions and provide any necessary clarification of the ~~code-Code~~ and/or its procedures;
- c. Discuss the ~~respondent-Respondent~~'s level of responsibility in the conduct situation. The ~~respondent-Respondent~~ may give additional information, present additional pertinent documents, or records pertaining to the incident, and present additional witnesses which were not provided during the investigative phase.

6.5 Unless otherwise required by other University Policy, the Office of Student Conduct will facilitate a conduct meeting, at which time the following matters may be discussed:

- a. The ~~conduct-officer~~ Conduct Officer will go over the charges and give a summary of the information to be presented.
- b. The ~~conduct-officer~~ Conduct Officer will answer any questions and provide any requested clarification of the ~~code-Code~~ and/or its procedures.
- c. The ~~respondent-Respondent~~ may respond to the charges and provide any information the ~~respondent-Respondent~~ believes to be relevant in determining responsibility. The ~~respondent-Respondent~~ has the opportunity to present

information, ask questions, present records, or documentation pertaining to the incident, present witnesses, and provide explanations to the ~~conduct-officer~~ Conduct Officer.

- d. The ~~conduct-officer~~ Conduct Officer and the ~~respondent~~ Respondent will discuss the ~~respondent~~ Respondent's level of responsibility relating to the allegations and attempt to come to an agreement regarding responsibility (or lack of responsibility) and ~~consequences~~ Consequences as necessary. If an agreement is reached, a Case Resolution Form (CRF) will be filled out by the ~~conduct-officer~~ Conduct Officer.
- e. If the ~~respondent~~ Respondent fails to attend the scheduled conduct meeting, the ~~conduct-officer~~ Conduct Officer may, at their discretion, conduct the meeting in the ~~respondent~~ Respondent's absence and render a finding of responsibility or no responsibility. In these cases, the ~~conduct-officer~~ Conduct Officer will complete a CRF and send a findings letter to the ~~respondent~~ Respondent; the ~~respondent~~ Respondent is responsible for fulfilling or upholding the ~~consequence~~ Consequences listed within the letter. The ~~respondent~~ Respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- f. In matters concerning hearings and where the Director of Student Conduct is not serving in a ~~hearing authority~~ Hearing Authority capacity, the Director of Student Conduct and/or Office of Student Conduct Staff will assist both the ~~respondent~~ Respondent and the ~~complainant~~ Complainant in understanding the hearing process.
- g. The ~~conduct-officer~~ Conduct Officer's determination will be made by a preponderance of evidence, on the basis of whether or not it is more likely than not the ~~respondent~~ Respondent violated the Code of Student Rights and Responsibilities.
- h. The ~~respondent~~ Respondent may be accompanied by an advisor. The advisor may be an attorney but is not required to be an attorney. If the ~~respondent~~ Respondent chooses to bring an advisor, the ~~respondent~~ Respondent must notify the ~~conduct-officer~~ Conduct Officer prior to the conduct meeting and identify the advisor that will attend the conduct meeting. The advisor will not be permitted to actively participate in any conduct meeting. In consideration of the limited role of advisors and of the compelling interest of the ~~university~~ University to expeditiously resolve allegations of violations of the ~~code~~ Code, the work of a ~~conduct-officer~~ Conduct Officer will not, as a general practice, be delayed due to the unavailability of an advisor. The responding ~~student~~ Student is responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any conduct meeting or hearing.

6.6 Where appropriate, following a conduct meeting, the parties may have a right to a hearing as set forth below:

a. In cases where the ~~conduct-officer-Conduct Officer~~ and the ~~respondent-Respondent~~ are unable to come to an agreement on responsibility and/or ~~consequence-Consequence~~, or the ~~respondent-Respondent~~ fails to appear for the conduct meeting, and the ~~conduct-officer-Conduct Officer~~'s chosen ~~consequence-Consequence~~ does not include any separation between the ~~student-Student~~ and the ~~university-University~~ (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), then the finding of the Conduct Office will be applicable, unless the ~~respondent-Respondent~~ submits an appeal to the Dean of Students pursuant to Section VIII below.

b. In cases where the ~~conduct-officer-Conduct Officer~~ and the ~~respondent-Respondent~~ are unable to come to an agreement on responsibility and/or ~~consequence-Consequence~~, and the ~~conduct-officer-Conduct Officer~~'s chosen ~~consequence-Consequence~~ includes a ~~consequence-Consequence~~ separating the ~~student-Student~~ from the ~~university-University~~ (e.g. 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the ~~respondent-Respondent~~ shall have the right to request a hearing in front of a ~~hearing-authority-Hearing Authority~~.

c. In cases where the ~~respondent-Respondent~~ fails to appear for the conduct meeting and the recommended ~~consequences-Consequence~~ includes separation between the ~~student-Student~~ and the ~~university-University~~ (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) the ~~conduct-officer-Conduct Officer~~ will designate an entry of not responsible and set up a hearing with a ~~hearing authority-Hearing Authority~~.

6.7 Any hearing conducted pursuant to the ~~code-Code~~ shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations, and information according to the following guidelines:

- a. hearings will be conducted in private. Only individuals serving a defined purpose will be allowed to participate (e.g., complaining and responding ~~student-Students~~, identified witnesses, advisors to participants, emotional support individuals), and only to the extent necessary for that defined role (i.e., emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the hearing).
- b. The parties to a hearing must each inform the Office of Student Conduct of witnesses who they intend to have provide information at the hearing at least five (5) ~~business-days-Business Days~~ in advance of the hearing. The ~~hearing-authority~~

Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.

- c. The ~~hearing authority~~ Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing, or who fails to adhere to the rulings of the ~~hearing authority~~ Hearing Authority.
- d. Unless prior arrangements have been approved by the ~~hearing authority~~ Hearing Authority, the complaining party should appear as part of the ~~conduct officer~~ Conduct Officer's presentation of charge(s) before the ~~hearing authority~~ Hearing Authority.
- e. If the ~~respondent~~ Respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the ~~respondent~~ Respondent's absence and the findings and ~~consequence~~ Consequences will be binding on the ~~respondent~~ Respondent, subject to the ~~respondent~~ Respondent's right to appeal pursuant to Section VIII.
- f. In hearings involving more than one accused ~~student~~ Student, the ~~hearing authority~~ Hearing Authority, at their discretion, may decide to separately conduct the hearings concerning each ~~student~~ Student.
- g. Both parties to a hearing have the right to be assisted by an advisor of their choosing and at their own expense. A party is allowed only one (1) advisor, unless otherwise approved by the ~~hearing authority~~ Hearing Authority. The party's advisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Office of Student Conduct of the identity of their advisor no later than five (5) ~~business days~~ Business Days in advance of the hearing date.
- h. In consideration of the limited role of advisors and of the compelling interest of the ~~university~~ University to efficiently resolve allegations of violations of the ~~code~~ Code, the work of a ~~hearing authority~~ Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual's advisor.
- i. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, at the discretion of the ~~hearing authority~~ Hearing Authority, all questions may be submitted in writing to the ~~hearing authority~~ Hearing Authority to ask the questions on the parties' behalf. Only those questions appropriate and relevant will be allowed by the ~~hearing authority~~ Hearing Authority.

1. There may be circumstances in which participants to a hearing may request that individuals are visually blocked from view during the hearing.

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Such a request will be evaluated on a case-by-case basis by the ~~hearing authority~~Hearing Authority. If such a request is granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible

- j. It is the responsibility of the person desiring the presence of a witness before a hearing to ensure the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g., notarized, signed in front of a ~~university-official~~University Official). The work of a ~~hearing authority~~Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.
- k. The ~~hearing authority~~Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.
- l. Pertinent records, exhibits, and written statements may be accepted as evidence for consideration at the discretion of the ~~hearing authority~~Hearing Authority. The Office of Student Conduct must receive such pertinent records, exhibits, and written statements at least five (5) ~~business day~~Business Days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the ~~hearing authority~~Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a hearing.
- m. All procedural questions during the hearing are subject to the final decision of the ~~hearing authority~~Hearing Authority.
- n. The ~~hearing authority~~Hearing Authority will conduct deliberations in private as to a ~~respondent~~Respondent's responsibility. The ~~hearing authority~~Hearing Authority shall determine whether the ~~respondent~~Respondent has violated each of the charged sections of the ~~code~~Code.
- o. The ~~hearing authority~~Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not the ~~respondent~~Respondent violated the ~~code~~Code.
- p. ~~Any participant in a hearing who has a disability and requires accommodation in order to fully participate in the hearing should arrange accommodations from the Disability Resource Center in advance of the hearing.~~
- q. ~~There may be circumstances in which participants to a hearing may request that individuals are visually blocked from view during the hearing. Such a request will be evaluated on a case-by-case basis by the Hearing Authority. If such a request is~~

~~granted, every effort will be made to ensure that all parties have the ability to present questions to any individual, regardless of that individual being physically present or visible.~~

~~p.f.~~ _____. The Hearing Authority will conduct separate deliberations in private as to the appropriate Consequences for those violations it has determined the Respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate Consequence. A Respondent's past violations and Consequences (including past violations and Consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Consequences.

~~q.~~ _____. Any participant in a hearing who has a disability and requires accommodation in order ~~to fully~~to fully participate in the hearing ~~should~~ should arrange accommodations from the Disability Resource Center in advance of the hearing.

6.8 A digital recording of all hearings will be recorded by the Office of Student Conduct and the ~~hearing authority~~Hearing Authority. The recording shall be the property of the ~~university~~University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the Office of Student Conduct, and pursuant to the restrictions applied by the Office of Student Conduct and this Code.

6.9 The ~~hearing authority~~Hearing Authority will provide the parties CRF which will outline the ~~hearing authority~~Hearing Authority's finding on responsibility and ~~consequences~~Consequences. The CRF will also include a written summary of the ~~hearing authority~~Hearing Authority's rationale for its finding of responsibility and ~~consequence~~Consequences. Following completion of a CRF, the ~~respondent~~Respondent will receive an Office of Student Conduct outcome letter, summarizing any charges and ~~consequence~~Consequence s resulting from the conduct ~~adjudication~~Adjudication process.

6.10 Except in the case of a ~~student~~Student charged with failing to obey the summons of a ~~hearing authority~~Hearing Authority or ~~university official~~University Official , no ~~student~~Student may be found to have violated the ~~code~~Code solely because the ~~student~~Student failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.

6.11 The ~~university~~University records of a ~~student~~Student may be placed on a hold under this ~~code~~Code when a ~~student~~Student:

- a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond.
- b. Does not fulfill a conduct ~~consequence~~ Consequence within the deadline established by a ~~hearing authority~~ Hearing Authority or by agreement with a ~~conduct officer~~ Conduct Officer.
- c. Has received a ~~consequence~~ Consequence that prohibits future enrollment.
- d. Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the Dean of Students that is relevant to reaching an admissions decision.
- e. Has been summoned by the Dean of Students, Office of Student Conduct staff, or a designee for a meeting concerning the ~~student~~ Student's alleged misconduct and will not comply with the request.

6.12 The purpose of a hold is to compel a ~~student~~ Student to fulfill an obligation to the Dean of Students Office (including the Office of Student Conduct). A Student Life (SL) hold on records denies the ~~student~~ Student the right to register for future classes or change class registration until cleared by the Office of Student Conduct Staff, ~~conduct officer~~ Conduct Officer, ~~hearing authority~~, or Dean of Students. A hold on records will be removed by the Office of Student Conduct when the ~~student~~ Student fulfills the required conditions. ~~A student receiving a hold may seek relief from the vice president for student affairs. The student shall request relief in writing. Upon review, the vice president can amend the conditions of the hold or remove the hold. A Student may request the temporary removal of holds under this section for registration purposes only. Such request must be in writing and directed to the Office of Student Conduct.~~

6.13 Through the course of the conduct process, the ~~university~~ University will maintain records relating to an individual's participation in the conduct process. This conduct file, including the outcome of a conduct meeting or a hearing and the ~~consequences~~ Consequences imposed, are educational records, and are protected from release under the Federal Education Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.

- a. The Office of Student Conduct will facilitate the disclosure of the ~~student~~ Student's conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the Office of Student Conduct.

- b. Following release of an acceptable written request, the Office of Student Conduct will release a redacted version of the ~~student-Student~~'s conduct file. Such redaction will still include the name of the ~~respondent-Respondent~~ party, the charges pursued in the conduct process, and any ~~consequence-Consequence~~ imposed against the ~~respondent-Respondent~~.
- c. Conduct records of ~~student-organization-Student Organizations~~ may be requested through the University's Custodian of Records office (<https://www.missouristate.edu/internalaudit/custodian-of-records.htm>).

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Article VII: Consequences

- 7.1 In the discretion of the ~~conduct-officer-Conduct Officer~~ or ~~hearing-authority-Hearing Authority~~, the following ~~educational-consequence-Educational Consequences~~ may be imposed upon any ~~student-Student~~ found to have violated any provision of this ~~code-Code~~:
- a. **Warning** – A notice in writing to the ~~student-Student~~ that the ~~student-Student~~ is violating or has violated institutional regulations.
 - b. **Loss of Privileges** – Denial of specified privileges for a designated period of time.
 - c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors.
 - d. **Restitution** – Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.
 - e. **Discretionary Consequences**– Work assignments, service to the ~~university-University~~, or other related discretionary assignments which may include, but are not limited to, an apology, restriction upon privileges, a research paper or written statement, evaluation for alcohol/drug abuse, completion of ~~university-University~~ programming, or other ~~consequence-Consequences~~ deemed appropriate.
 - f. **Level One Probation** – Is imposed for a specific period of time and affects the ~~student-Student~~'s good standing in the ~~university-University~~. While on level one probation, the ~~student-Student~~ may be declared ineligible to campaign for or hold office or other leadership roles in a ~~student-organization-Student Organization~~ or represent the ~~university-University~~ in any intercollegiate activity. If found responsible for a violation of the ~~code-Code~~ while on level one probation, this may result in suspension or dismissal.
 - g. **Level Two Probation** – Is imposed for a specific period of time and affects the ~~student-Student~~'s good standing in the ~~university-University~~. While on level two probation the ~~student-Student~~ shall be declared ineligible to campaign for or hold office or other leadership roles in a ~~student-organization-Student Organization~~. The

~~student-Student~~ shall not represent the ~~university-University~~ in any ~~university-University~~ sponsored activity or position. While on Level Two probation ~~student-Students~~ are prohibited from participating in the Study Away program, attending conferences on behalf of the ~~university-University~~, or representing the ~~university-University~~ at an official function, event, or intercollegiate competition as a player, manager, or ~~student-Student~~ coach. If found responsible for a violation of the ~~code-Code~~ while on level two probation, it may result in separation from the ~~university-University~~ (e.g., denial of privilege to reenroll, suspension, or dismissal) at the discretion of the ~~conduct-officer-Conduct Officer~~.

- h. **Denial of Privilege to Re-enroll** – This places the ~~student-Student~~ on level two probation, permits the ~~student-Student~~ to complete the current semester barring further violations, but prohibits the individual from enrolling for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the ~~student-Student~~ is denied access to ~~university-University~~ owned or leased grounds, facilities, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending the ~~student-organization-Student Organization~~'s activities on or off-campus. A hold is placed on the ~~student-Student~~'s records.
- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the ~~student-Student~~ is found to be in violation of University Policy during the probationary period.
- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the ~~student-Student~~ is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of ~~student-Students~~ under the age of 21 may be notified of all violations of ~~university-University~~ University narcotic or other controlled substance policies (Section 4.10) and those alcohol violations (Section 4.11) that result in an assessment for chemical dependency, residence hall probation, or a more severe ~~consequence-Consequence~~, as allowed under FERPA regulations.
- k. **University Housing Suspension** – Separation of the ~~student-Student~~ from occupancy in University Housing for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. The ~~student-Student~~ may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.

- l. **University Housing Expulsion** – Permanent separation of the ~~student-Student~~ from University Housing. The ~~student-Student~~ shall be permanently denied access to occupancy in University Housing, and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the ~~student-Student~~ from the ~~university-University~~ for a defined period of time, after which the ~~student-Student~~ is eligible to return. Conditions for readmission may be specified. While on suspension, the ~~student-Student~~ is denied access to ~~university-University~~ owned or leased grounds, facilities, equipment, computer networks, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending the ~~student-organization-Student Organization~~'s activities on or off campus. An SL (Student Life) hold is placed on the ~~student-Student~~'s records. A permanent conduct record is maintained.
- n. **Dismissal** – Permanent separation of a ~~student-Student~~ from the ~~university-University~~. When dismissed, a ~~student-Student~~ is denied access to ~~university-University~~ owned, or leased grounds, facilities, and vehicles, and all ~~university-University~~ planned, promoted, or sponsored activities. In the case where a ~~student-Student~~ is a member of a ~~student-organization-Student Organization~~, the ~~student-Student~~ is prohibited from attending any ~~student-organization-Student Organization~~ activity. There is a permanent SL hold on the ~~student-Student~~'s records. A notation is made on the ~~student-Student~~'s permanent academic record with removal resulting only from action by the President of the University. A permanent conduct record is maintained.
- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the ~~university-University~~ may be revoked for fraud, misrepresentation, or other violation of ~~university-University~~ standards in obtaining admission or the degree, or for other serious violations committed by a ~~student-Student~~ prior to graduation.
- p. **Withholding Degree** – The ~~university-University~~ may withhold awarding a degree otherwise earned until the completion of the process set forth in this ~~code-Code~~, including the completion of all ~~consequences-Consequences~~ assigned, if any.

7.2 More than one of the ~~consequences-Consequences~~ listed above may be assigned for any single violation.

7.3 Other than dismissal, 7.1n, conduct ~~consequences-Consequences~~ shall not be made part of the ~~student-Student~~'s permanent academic record, but shall become part of the ~~student~~

Student's confidential conduct record, which will be maintained in a specified area of the Dean of Students Office and shall be subject to the restrictions of the Family Educational Right to Privacy Act (FERPA). Conduct records are maintained in the Office of Student Conduct for seven (7) years from imposition of the most recent ~~consequence~~ Consequence, except in cases where the ~~consequence~~ Consequence is residence hall expulsion, suspension, and dismissal. Residence hall expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state's Records Retention Schedule. All conduct records concerning ~~student-organization~~ Student Organizations are maintained permanently for archival purposes.

7.4 Conduct cases that are incomplete, due to factors such as the ~~student~~ Student's not responding to conduct charges or not fulfilling an ~~educational-consequence~~ Educational Consequence, remain a conduct record until required actions are completed by the ~~student~~ Student. Registration for subsequent terms or the conferral of academic degrees may be withheld pending the resolution of allegations of ~~student~~ Student misconduct.

7.5 In addition to the ~~consequence~~ Consequences set forth in Section 7.1, the following ~~educational-consequence~~ Educational Consequences may be imposed upon ~~student~~ Student groups or ~~student-organization~~ Student Organizations following a finding of responsibility for a conduct violation:

- a. **Revocation of University Recognition** – Loss of all privileges, including ~~university~~ University recognition, for a specified period of time. Conditions for recognition may be imposed.
- b. **Dismissal** – permanent revocation of ~~university~~ University recognition.
- c. **Educational Program/Training** – ~~Program facilitated by the chapter, regional/National/International Headquarters, or relevant campus partner designed to address specific topics as deemed appropriate by the Conduct Officer.~~

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7.6 **Temporary or Provisional Orders** – In addition to the authority granted in section 2.3 of this ~~code~~ Code, the Dean of Students is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the ~~university~~ University's conduct ~~adjudication~~ Adjudication process. Generally, such orders should be limited to those circumstances where the Dean has good cause to believe that the ~~student~~ Student, or the ~~student~~ Student's behavior, poses a threat to the status quo of the ~~university~~ University ~~community~~ Community or member(s). A ~~student~~ Student shall receive a written

copy of the order, which specifies the conditions of the order, the duration of the order, the ~~consequence~~ Consequence for violation of the order, and how the record of the order will be maintained.

a. A Student receiving a temporary or provisional order may seek relief from the Vice President for Student Affairs. The Student shall request relief in writing. Upon review, the Vice President can affirm the order, amend the conditions of the order, or remove the order.

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~~7.7~~ A student receiving a temporary or provisional order may seek relief from the Vice President for Student Affairs. The student shall request relief in writing. Upon review, the Vice President can affirm the order, amend the conditions of the order, or remove the order.

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7.78 **Interim Suspension** – In certain circumstances, the ~~univeristy~~ University may impose a ~~university~~ University or residence hall suspension prior to a hearing before a ~~hearing authority~~ Hearing Authority or other ~~university adjudication~~ University Adjudication (e.g. Title IX Grievance Process).

~~7.9~~ Interim Suspension may be imposed only:

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- a. To ensure the safety and well-being of members of the ~~university community~~ University Community or preservation of ~~university~~ University property
- b. To ensure the ~~student~~ Student's own physical or emotional safety and well-being
- c. If the ~~student~~ Student has violated a provisional order put into effect to ensure the safety and well-being of members of the ~~university community~~ University Community or preservation of ~~university~~ University property;
- d. If the ~~student~~ Student poses a threat of disruption of, or interference with, the normal operations of the ~~university~~ University;
- e. Following an individualized safety and risk analysis in which the Dean of Students determines that based on the allegations of sexual harassment, there is an immediate threat to the physical health or safety of any ~~student~~ Student or other individual.

7.840 During the interim suspension, the ~~student~~ Student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other ~~university~~ University activities or privileges for which the ~~student~~ Student might otherwise be eligible, as the Dean of Students or ~~conduct officer~~ Conduct Officer may determine to be appropriate. The ~~student~~ Student should be notified in writing of this action and the reasons for the interim suspension. The notice should

include the date, time, and place of a subsequent hearing at which the ~~student~~ Student may show cause why his or her continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated.

7.9.11 Violations of ~~university~~ University drug and alcohol policies are cumulative over the duration of a ~~student~~ Student's tenure at the ~~university~~ University and a schedule of minimum ~~consequences~~ Consequences will be assigned. All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments, and other educational efforts. **A schedule of fines will be approved yearly by the Board of Governors and placed on the Office of Student Conduct website:** <https://www.missouristate.edu/StudentConduct/21933.htm>.)

a. Use or Possession of ~~Drug Paraphernalia and/or~~ Marijuana:

First Violation: ~~Fine; p~~Participation in CASICS education program (including an online module); ~~and 2 reflection papers. fine; Level Two Probation for a period of one year; Level One Probation for one year following the previous probation; and parental notification, as allowed under FERPA regulations.~~

Second Violation: ~~Participation in CASICS education program, University Housing probation for one (1) year; and/or Level 1 probation for a period of one (1) year; and Parental notification, as allowed under FERPA regulations.~~

Third Violation: ~~Separation from the University for one semester (e.g., suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the Student will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Third violation will not be eligible for University Housing.~~

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b. Use or Possession of a Controlled Substance Other Than Marijuana:

First Violation: ~~Participation in CASICS education program;~~ fine; parental notification, as allowed under FERPA regulations, Level Two Probation for a period of two years; and any additional ~~consequence~~ Consequence as deemed appropriate by the ~~conduct officer~~ Conduct Officer.

Second Violation: Separation from the University for one year (e.g. suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.

c. Possession of a Controlled Substance with Intent to Sell or Distribute:

First Violation: Dismissal from the University.

d. Use, Possession, or Distribution of Alcohol:

First Violation: fine; participation in BASICS education program (including an online module); and 2 reflection papers.

Second Violation: fine; participation in BASICS education program; at least fifteen (15) hours of approved community service; University Housing probation for one (1) year; and/or Level One probation for a period of one (1) year; Parental notification, as allowed under FERPA regulations.

Third Violation: Parental notification, as allowed under FERPA regulations; University Housing suspension; assessment for chemical dependency; Level Two Probation for a period of one year; and a fine.

Fourth Violation: Separation from the University (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the ~~student-Student~~ will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the ~~university-University~~. The ~~student-Student~~ may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

e. Possession of Alcohol/Drug Paraphernalia:

First Violation: warning and removal of ~~paraphernalia-Paraphernalia~~ item.

Second Violation: paper and removal of ~~paraphernalia-Paraphernalia~~ item.

Third Violation: Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item.

Fourth Violation: University Housing suspension (e.g. suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the ~~student-Student~~ will be required to meet with the Dean of Students (or designee) to discuss and demonstrate readiness to be at the ~~university-University~~.

Article VIII: Appeals

- 8.1 Within five (5) ~~business-days-Business Days~~ of issuing the Office of Student Conduct's outcome letter, the ~~complainant-Complainant~~ or the ~~respondent-Respondent~~ may appeal the decision of the ~~conduct-officer-Conduct Officer~~ or ~~hearing-authority-Hearing Authority~~ by submitting a request for appeal to the Dean of Students through the Office of Student Conduct's website available at the following [link](#). Subject to Section 8.6, the Dean of Students may choose a designee to review an appeal. In the event a conduct decision was made by the Dean of Students, the appeal shall be delivered to the Vice President for Student Affairs who will designate an ~~appeal-authority-Appeal Authority~~ to review the appeal.

8.2 Except as required to explain the basis of new information, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following two (2) bases:

- a. Procedural Error: To determine whether the original hearing was conducted fairly in light of the charges and information presented, and in conformity with prescribed procedures giving the ~~complainant~~ Complainant a reasonable opportunity to prepare and present information that the ~~code~~ Code was violated and giving the ~~respondent~~ Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.
- b. New Information: To consider new information, sufficient to alter a decision, or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.

8.3 In the event the ~~student~~ Student appealing a decision, or a ~~consequence~~ Consequence wishes to review the verbatim recording of the hearing, they may make application to the Office of Student Conduct. The verbatim record will remain in the possession of the ~~university~~ University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the ~~hearing authority~~ Hearing Authority will not be extended for purposes of reviewing the verbatim record.

8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the Office of Student Conduct staff will provide the hearing record, which will be considered sufficient for review by an ~~appeal authority~~ Appeal Authority.

8.5 The ~~appeal authority~~ Appeal Authority reviewing the appeal may do any of the following:

- a. Remand the matter to the original ~~hearing authority~~ Hearing Authority for re-opening of the hearing to allow consideration of the original determination and/or ~~consequence~~ Consequence(s).
- b. Affirm the finding of responsibility or no responsibility.

- c. Reverse the finding of responsibility or no responsibility.
- d. Deny the appeal because it does not fall within the parameters of or comply with the requirements set forth in this ~~code~~-Code.

8.6 In cases where the ~~consequence~~-Consequence is either of Suspension or Dismissal, the President of the University will be designated as the Appellate Authority.

8.7 The ~~student~~-Students' right to appeal ends at the Appellate Authority.

Article IX: Interpretation & Revision

9.1 Any question of interpretation regarding the ~~code~~-Code shall be referred to the Dean of Students or their designee for final determination, subject to appeal to the Vice President for Student Affairs.

9.2 The ~~code~~-Code should be reviewed periodically under the direction of the Director of Student Conduct. In all cases, review of this document should be done by bodies which include ~~student~~-Students appointed by the Student Government Association.

9.3 Changes in the ~~code~~-Code which are editorial in nature and do not affect the fundamental nature of the document, or are required to insure the ~~code~~-Code is consistent with state or federal law, can be made by the Dean of Students and become effective upon approval by the President of the University.

9.4 Substantive changes recommended for the ~~code~~-Code as a result of the review process shall be submitted to the Board of Governors for approval and adoption.

Article X: Definition of Terms

For purposes of this ~~code~~-Code, the following terms have the following meaning:

10.1 "Academic Dishonesty": Any one of the following acts constitutes academic dishonesty:

- a. **Cheating:** The term "**cheating**" refers to using or attempting to use unauthorized materials, information, or study aids in any academic exercise.

- b. **Fabrication:** The term "**fabrication**" refers to unauthorized falsification or invention of any information (including research data) or any citation in any academic exercise.
- c. **Facilitating academic dishonesty:** Assisting or attempting to assist another to violate any provision of the Academic Integrity Policy, whether or not that action is associated with any particular course, is considered academic dishonesty.
- d. **Plagiarism:** The term "**plagiarism**" includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work or sections of a work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials, including material taken from or ordered through the Internet.

- 10.2 The term "**Adjudication**" means the process of reaching a determination of responsibility and ~~consequence-Consequences~~ under this ~~code-Code~~.
- 10.3 The term "~~appeal-authority~~" "**Appeal Authority**" means any person authorized by the Dean of Students to consider an appeal from a ~~conduct-officer-Conduct Officer~~ and/ or a ~~hearing-authority-Hearing Authority~~'s determination that a ~~student-Student~~ has violated the ~~code-Code~~ or from the ~~consequence-Consequences~~ assigned by the ~~conduct-officer-Conduct Officer~~ and/or ~~hearing-authority-Hearing Authority~~.
- 10.4 The term "~~business-day~~" "**Business Day**" means any day in which ~~university-University~~ offices are open, regardless as to whether classes are in session.
- 10.5 The term "**Code**" refers to the Code of Student Rights and Responsibilities.
- 10.6 The term "~~complainant~~" "**Complainant**" refers to any member of the ~~university-community-University Community~~ who files a complaint for charges against a ~~student-Student~~ or ~~student-organization-Student Organization~~.
- 10.7 The term "~~conduct-advisor~~" "**Conduct Advisor**" means a ~~university-official-University Official~~ authorized to serve in an advisory role in a hearing to the ~~conduct-officer-Conduct Officer~~.
- 10.8 The term "~~conduct-officer~~" "**Conduct Officer**" means a ~~university-official-University Official~~ authorized by the Dean of Students to recommend ~~consequence-Consequences~~ for ~~student-Students~~ found to have violated the Code. The Dean may authorize a ~~conduct-officer-Conduct Officer~~ to serve simultaneously as a ~~conduct-advisor-Conduct Advisor~~ and the sole member or one of the members of a ~~hearing-authority-Hearing Authority~~. Nothing shall prevent the ~~dean-Dean~~ from authorizing the same ~~conduct-officer-Conduct Officer~~ to recommend ~~consequences-Consequences~~ in all cases.

- 10.9 For the definition of ~~“consent”~~ **“Consent”** and other terms related to sexual violence, as well as further explanation of ~~university-University~~ policy, see [Op1.02-11 Title IX Sexual Harassment Grievance Procedure Policy](https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm) (<https://www.missouristate.edu/Policy/Op1-02-11-title-ix-sexual-harassment-grievance-procedure.htm>).
- 10.10 The term ~~“consequence”~~ **“Consequence”** or ~~“educational consequences”~~ **“Educational Consequence”** refers to the outcomes or terms that a ~~student-Student~~ must fulfill in the event they are found responsible for policy and/or ~~code-Code~~ violations.
- 10.11 The **“Dean of Students”** is that person designated by the ~~university-University~~ to be responsible for the administration of the Code.
- 10.12 The term ~~“explosive weapons”~~ **“Explosive Weapons”** means any explosive, incendiary, or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury, or substantial property damage, or any device designed or adapted for delivering or shooting such a weapon.
- 10.13 The term ~~“faculty member”~~ **“Faculty Member”** or **“Faculty”** means any person hired by the ~~university-University~~ to conduct classroom or other learning/teaching activities.
- 10.14 The term ~~“firearms”~~ **“Firearms”** means any weapon that is designed or adapted to expel a projectile by the action of an explosive.
- 10.15 The term ~~“hearing authority”~~ **“Hearing Advisor”** means a ~~university-official-University Official~~ authorized to serve in an advisory role to the ~~hearing-authority-Hearing Advisor~~ during a hearing. The ~~hearing-authority-Hearing Advisor~~ will uphold the policies, practices, and procedures of a hearing.
- 10.16 The term ~~“hearing authority”~~ **“Hearing Authority”** means any person authorized to determine whether a ~~student-Student~~ has violated the ~~code-Code~~ and to recommend ~~educational consequences-Educational Consequences~~.
- 10.17 The terms ~~“may”~~ **“May”** and ~~“should”~~ **“Should”** are used in the permissive sense.
- 10.18 The term **“member of the university community-University Community”** includes any person who is a ~~student-Student~~, ~~faculty member-Faculty Member~~, ~~university-official-University Official~~, or any other person employed by the ~~university-University~~. A person’s status in a particular situation shall be determined by the Dean of Students.
- 10.19 The terms ~~“must”~~ **“Must”** and ~~“shall”~~ **“Shall”** are used in the imperative sense.
- 10.20 The term ~~“organization”~~ **“Organization”** or ~~“student-organization”~~ **“Student Organization”** means any number of persons who have complied with the formal requirements for ~~university-University~~ recognition/registration.
- 10.21 The term ~~“other weapons”~~ **“Other Weapons”** is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles, and projectile weapon such as a bow, crossbow, pellet gun, slingshot, or any other weapon as defined by Missouri law.

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- 10.22 The term ~~“paraphernalia”~~ **“Paraphernalia”** includes any object that: i) contains the residue of alcohol or of an illegal drug; ii) is manufactured or sold for the consumption of alcoholic beverages or an illegal drug; or iii) is designed for the rapid consumption of alcohol. Examples of ~~paraphernalia~~ **Paraphernalia** under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong, and empty beer cans, liquor bottles, or empty case of beer.
- 10.23 The term ~~“respondent”~~ **“Respondent”** refers to any ~~student~~ **Student** or ~~student organization~~ **Student Organization** of the ~~university-community~~ **University Community** who is alleged to have violated the ~~code~~ **Code** or who is charged with violation of the ~~code~~ **Code**.
- 10.24 For purposes of the ~~code~~ **Code** the term ~~“student”~~ **“Student”** includes all persons who have been notified of their acceptance for admission and for whom the ~~university~~ **University** maintains education records or personally identifiable information and who is or who has been in attendance at the ~~university~~ **University**.
- 10.25 The term ~~“university”~~ **“University”** means Missouri State University.
- 10.26 The term ~~“university-community”~~ **“University Community”** means Missouri State University ~~student~~ **Students**, ~~faculty~~ **Faculty**, and staff.
- 10.27 The term ~~“university-premises”~~ **“University Premises”** includes all land, buildings, facilities, and other property in the possession of or owned, used, or controlled by the ~~university~~ **University**.
- 10.28 The term ~~“university-official”~~ **“University Official”** includes any person employed by the ~~university~~ **University** performing assigned administrative or professional responsibilities. This term specifically includes residence hall Resident Assistants and Graduate Assistants.

Missouri State University-West Plains

Code of Student Rights and Responsibilities

Article I

I. Student Rights

- 1.1 The following enumeration of rights shall not be construed to deny or disparage other rights not in conflict with this Code of Student Rights and retained by Students in their capacity as members of the University Community or as citizens of the State or of the United States. This Code shall not be construed in any manner which might run counter to a reasonable construction of the Policies of the University and the direction of the Board of Governors; nor shall it be construed, interpreted or applied in any manner which would seem detrimental to the privileges, purposes, aims and goals of Missouri State University-West Plains as a public institution of higher learning.
- 1.2 Federal and State constitutional guarantees of free inquiry, expression and assembly are specifically restated as guarantees on this campus.
- 1.3 Students are free to pursue their educational goals and to have appropriate opportunities for learning in the classroom and on the campus as shall be provided by the University.
- 1.4 No conduct Consequences may be imposed upon any Student without following minimal procedural due process, as described in [Article VI](#) of this Code.
- 1.5 Within the limits of its facilities, the University shall be open to all applicants who are qualified according to the admission requirements, which may be adopted and established from time to time. The University does not discriminate on the basis of race, color, national origin (including ancestry), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity or gender expression), age, disability, veteran status, genetic information or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University.

- 1.6 Discussion and expression of all views relevant to the subject matter are permitted in the classroom subject only to the responsibility of the instructor to maintain order and a climate conducive to learning, within the stated goals and purposes of the University.
- 1.7 All Students shall have the right to be protected from prejudiced academic evaluations unrelated to academic performance based on the Student's views, opinions, political associations, Organizational memberships or the instructor's biases based on the character of the Student. Furthermore, all Students shall have the right to appeal a grade to the instructor, the department head, the division chair, the dean of academic affairs and the Academic Concerns Committee. All grade remedies under other existing policies shall be protected under this Code.
- 1.8 Discussion and expression consistent with the laws of the State and the United States and in the manner, time and place prescribed by University policy, are permitted within the institution. Support of any cause by orderly means is permitted, subject to the paramount rights of the University, the safety and rights of individuals, the protection of property and the continuity of the educational process.
- 1.9 The University encourages expression of informative and differing viewpoints on issues and supports the presence on the campus of responsible persons representing various views. The University reserves the right to specify the conditions of time, place and manner of speakers through the University's [Expressive Activity Policy](#).
- 1.10 Organizations and groups may be established within the University for any lawful purpose. Affiliation with an extramural Organization shall not, in itself, qualify or disqualify the University branch or chapter from institutional privileges. A group shall become an Organization when formally recognized by the University according to the procedures and regulations established by the Office of Student Life & Development. No group may be so recognized or continue to be recognized if its purposes or programs are in conflict with this Code of Student Rights or with the laws of the State or of the United States.
- 1.11 A Student group or Organization may distribute written material on campus without prior approval provided that such distribution is consistent with the policies of the University, including the University's [Advertising, Distribution and Solicitation Policy](#),

and [Facility Usage Procedures](#) and the applicable laws of the State and of the United States and provided that it does not disrupt the operation of the University.

- 1.12 The Student press is to be free of censorship. The editors and managers shall not arbitrarily be suspended because of Student, Faculty, administration, alumni or community disapproval of editorial policy or content.
- 1.13 All Students shall have the right to be represented in the Student Senate of the Student Government Association and they further shall have all rights that constituents in democratic societies have including, but not limited to, the right of petition and recall of their representatives.
- 1.14 Students have limited rights of privacy while on University Premises, which extend to living quarters in residence halls. The following activities shall not be considered to impinge upon such rights of privacy: the entry of a room to provide maintenance inspections or repair services; entry when there is reasonable cause to believe that a health or safety issue exists; entry when there is reasonable evidence of a disruption of peace that substantially interrupts the daily operations of the residence hall and/or floor community; entry of a room when a Student permanently vacates the room; entry of a room when a Student vacates a room for a break period; the search of Student rooms by civil authorities in accordance with local, state or federal laws; the removal of substances or property in violation of University policy or law during a routine health or safety inspection; the removal of substances or property in violation of University policy or law when in plain view and the removal of substances or property in violation of University policy or law during a situation when a University Official, in the course of the Official's duties, believes an emergency situation exists which poses threat of harm to a member of the campus community or to University property. Students should not expect these limited rights of privacy to extend to computer accounts and electronic mail. The University reserves the right to access Student files and accounts as a part of normal routine tasks and for the purposes of investigating alleged wrongdoing.
- 1.15 All Students shall have the right to have their academic and conduct records protected from unauthorized access by any person without the written Consent of the Student involved, except as allowed by state and federal law.

- 1.16 All Students shall have the right to access, according to published University regulations and/or procedures, all University structures where Student fees or fines directly contribute to the upkeep of said buildings, except private offices and other areas where Student access could compromise privacy. These buildings shall include, but are not limited to, Putnam Student Center, Garnett Library and the Student Recreation Center/Community Shelter.
- 1.17 All Students shall have the right to be secure from having these rights infringed upon by University Administrators, Faculty, support Staff or fellow Students.
- 1.18 All Students have a right to be offered reasonable protection from retaliation, intimidation, and/or harassment. Students who believe they have experienced retaliation, intimidation and/or harassment are encouraged to seek assistance from one of a number of campus resources. The Office of the Dean of Student Services, Office of Student Life and Development, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance all have staff and resources available to assist Students who believe they may be the victim of retaliation, intimidation, and/or harassment. Additionally, the Office of Title IX Coordinator and the Office of Institutional Equity and Compliance have a liaison on the West Plains Campus to assist Students who believe they may be the victim of retaliation, intimidation, and/or harassment.
- 1.19 The University Community is a community of people with respect for diversity. The University emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination policy regarding the treatment of individual Faculty, Staff, and Students. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the University. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972.

Article II

II. Responsibilities

Missouri State University-West Plains has a single purpose: to develop educated persons. It is thus committed to the search for knowledge. It recognizes that human curiosity explores unknown intellectual worlds as well as unknown physical worlds. In a world where knowledge can become outdated in less than a decade, the University is committed to the discovery and dissemination of knowledge that serves the future.

Educated persons are developed through the interaction of competent, caring Faculty and capable, motivated Students, supported by dedicated professional Staff. It is assumed that the three components of the University, Faculty, Students and Staff, come together as a community in pursuit of the single purpose of the University. In joining this community, Students voluntarily assume certain responsibilities that are necessary for promoting the welfare of the community. Although no definitive list of responsibilities can ever truly be developed, the following represent the main responsibilities Students assume by becoming members of the University Community.

- 2.1 Academic integrity and honesty are the foundation of the University Community. Students are expected to practice academic integrity in all assigned work. Students are expected to be honest in all interactions with other Students, Faculty and Staff.
- 2.2 The University has the inherent right to promulgate appropriate rules and regulations for the orderly conduct of University business and the protection of the health and safety of the University Community. Students are expected to comply with all published and stated rules and regulations.
- 2.3 Members of the Faculty and Staff have the authority to properly direct Student conduct in concert with the authority stated above. Students are expected to comply with directives of University Officials who are acting in performance of their duties. Students must comply with directives even when they disagree with the directives. A Student retains the right to appeal an issued directive through the administrative structure that exists for the Faculty or Staff member who issued the directive, through established policies.

- 2.4 The search for knowledge can only take place within an atmosphere of open exchange. Open exchange can only take place in an environment of respect and civility. The University has an economically, culturally and ethnically diverse population. Students are encouraged to respect differences of culture, lifestyles and religions as well as to respect freedom of expression. Additionally, Students are encouraged to behave in a manner that is both respectful and civil.
- 2.5 The campus and its grounds, facilities and equipment are provided largely by the people of the State of Missouri for the Students of the University. Students are expected to protect and guard these resources.
- 2.6 Individual compliance with University rules and regulations can only partially ensure a safe and orderly environment. Being a responsible member of the community also implies encouraging behaviors in others that are consistent with these rights and responsibilities, discouraging behaviors that are inconsistent and taking positive action in the face of violations. Minimally, Students are expected to participate in the process of adjudicating violations of University expectations, rules and/or regulations. This implies that Students will report violations for which they have knowledge and participate in the conduct process as necessary.
- 2.7 Good Citizen Policy. The welfare of our Students is of the highest importance to Missouri State University-West Plains. There will be times when individual Students, both on and off campus, may be in critical need of assistance from medical or other professional personnel. Missouri State University-West Plains hopes that these Students will seek help and other Students will respond to obtain the help that their fellow Student needs. To that end, Missouri State University-West Plains intends to minimize any hesitation that Students might have in obtaining help due to concern that their own behavior might be a violation of University policy. The University pursues a policy of limited immunity for Students who offer help to others in need. While policy violations cannot be overlooked, the University, to the extent possible, will consider the positive impact of reporting an incident on the welfare of Students when determining the appropriate response for University policy violations by the reporter of the incident. Any possible negative Consequences for the reporter of the problem should be weighed against the possible negative Consequences for the Student who needs intervention. At a minimum, Missouri State University-West Plains suggests that a Student anonymously report any situation that would put the Student in need in touch with professional help. To report

an incident, contact the Dean of Student Services, Lybyer Technology Center, Room 207 (417) 255-7255. An [incident report form](#) may also be reported through the Student Life or Student Services page of the University website.

- 2.8 Attending classes becomes a responsibility of Students when they are admitted to the University and for as long as they are in good standing. Students are expected to attend class in accordance with the rights and responsibilities afforded them by the University's [Attendance Policy](#). Attendance is reported regularly and failure to attend classes regularly could have consequences which impacts financial aid eligibility.
- 2.9 The primary interaction between Faculty and Students, which produces educated persons, is in the classroom in the individual course setting. Requirements of participation in classroom discussion and submission of written exercises are consistent with this document.
- 2.10 Pursuant to the University's [Class Disruption policy](#), the course instructor has original jurisdiction over the class and may deny a Student, who is unduly disruptive, the right to attend the class. Students are expected to master the course content in compliance with the syllabus of the course instructor. The Student is expected to comply with all reasonable directives of the course instructor. The course instructor may have a Student administratively withdrawn from a course upon showing good cause and with the concurrence of the department head. The appeals process in case of such administrative withdrawal shall be as stated in the [Grade Appeals Procedure](#).
- 2.11 Pursuant to the University's Non-Discrimination Policy Statement, Students will be free from, and are expected not to, discriminate on the basis of race, color, national origin (including ancestry or any other subcategory of nation origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information, or any other basis protected by applicable law in connection with their activities as members of the University Community.
- 2.12 Students will be held responsible, pursuant to this Code, for the behavioral acts of their guests when such acts are in violation of the Code and occur on University Premises or in conjunction with University-sponsored or supervised activities.

Article III

III. Authority and Jurisdiction

- 3.1 The State of Missouri has delegated, by statute, authority for the governance of Missouri State University-West Plains to the Board of Governors. This includes "full power and authority to adopt all needful rules and regulations for the guidance and supervision of the conduct of all Students while enrolled as such" and the authority to enforce obedience to those rules and regulations. It also has the power to delegate Student conduct authority.
- 3.2 Generally, jurisdiction and the conduct process will be limited to behavior that occurs on University Premises or at University-sponsored activities. Jurisdiction and the conduct process will apply to the conduct of Students, Student groups and Student Organizations that occurs off campus when such conduct adversely affects a member of the University Community and/or the behavior reflects a clear disregard for the rights and responsibilities found herein.
- 3.3 Each Student will be responsible to comply with this Code from the time of application for admission through the actual awarding of a degree as well as during the academic year and during periods between terms of actual enrollment (even if their conduct is not discovered until after a degree is awarded). The Code shall apply to a Student's conduct even though the conduct violation may have occurred before classes begin or after classes end. The Dean of Student Services may choose to pursue conduct charges even if the Student withdraws from school while a conduct matter is pending.

Article IV

IV. Proscribed Conduct

Any Student found by the University to have committed any of the following misconduct is subject to the Consequences outlined in [Article VII](#). The authority to determine if a specific act is subject to Consequences shall be determined pursuant to the procedures set forth in this Code or University Policy, as applicable.

4.1 Non-Academic Acts of Dishonesty: Non-Academic Acts of Dishonesty are acts of dishonesty not related to a Student's academic performance. Non-Academic Acts of Dishonesty may include, but are not limited to, the following:

- Furnishing false information to any University Official, Faculty Member or office, or the use or possession of any form of false identification
- Forgery, alteration or misuse of any University document, record or instrument of identification;
- Tampering with the election of any Student Organization.

Acts of dishonesty that are related to a Student's academic performance, and any incident of alleged academic dishonesty committed by any Student at Missouri State University-West Plains outside of the context of enrollment in any particular course, are not governed by this Code but are instead governed by the Student Academic Integrity Policies and Procedures. This document is available in the Office of Academic Affairs office, or at <https://wp.missouristate.edu/catalog/policy-academic-integrity.htm>

4.2 Disruption or obstruction of teaching, research, administration, conduct proceedings, other University activities, including its public-service functions on or off campus or University-sponsored or supervised activities.

4.3 Discriminatory Harassment, which is unwelcome conduct directed toward another person or an identifiable group of persons on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), age, disability, veteran status, genetic information or any other basis protected by applicable law, which is so severe, pervasive, and objectionably offensive and that so undermines and detracts from the person or identifiable group's education experience that the Student(s) are effectively denied equal access to the University's resources and opportunities. See [Discrimination Complaint and Investigation Procedures](#). For additional information regarding the Adjudication of allegations of discriminatory harassment, see Article 6.

- 4.4 Attempted or actual theft of and/or damage to property of the University or property of a member of the University Community or other personal or public property.
- 4.5 Hazing, an act that endangers the mental or physical health or safety of a Student or which destroys or removes public or private property, for the purpose of initiation or admission into, affiliation with, or as a condition of continued membership in a group or Organization. The express or implied Consent of the Student will not be a defense to a violation of hazing. The willing participation or acquiescence of the Student to the hazing activity is no defense and is still a violation of this policy.
- 4.6 Failure to comply with directives of University Officials or law enforcement officers acting in performance of their duties (including, without limitation, failure to comply with a no-contact directive) and/or failure to identify oneself to these persons when requested to do so.
- 4.7 Unauthorized possession, duplication or use of keys to any University Premises or unauthorized entry to or use of University Premises that have restricted access.
- 4.8 Violation of University policies, rules or regulations including, but not limited to: "The Course Catalog", "The Guide to Residence Hall Living", and the [University Policy Library](#).
- 4.9 Violation of federal, state or local laws and ordinances on University Premises or at University-sponsored or -supervised activities. Violations of federal, state, or local laws and ordinances that occur off campus when the conduct adversely affects a member of the University Community or the behavior reflects a clear disregard for this Code, State law, or Federal law.
- 4.10 Use, possession or distribution of narcotics or other controlled substances or related Paraphernalia, except as expressly permitted by Federal law or public intoxication on University Premises. Including the use of prescription medications without proper prescription or used counter to the directions of a valid prescription. Additionally, the misuse of any products for the purposes of obtaining a similar effect as illegal drugs. Recommended minimum Consequences for a violation of Section 4.10 are outlined in [section 7.13](#).

- 4.11 Use, possession or distribution of alcoholic beverages or alcohol Paraphernalia (as defined in this Code) except as expressly permitted by the law and University regulations or public intoxication on University Premises. Recommended minimum Consequences for violations of the alcohol policy are outlined in [section 7.13](#).
- 4.12 Possession and/or use of Firearms, fireworks, Explosive Weapons and Other Weapons, as defined by University policy and Missouri law, on University Premises.
- 4.13 Tampering with fire alarms, extinguishers and/or other safety equipment.
- 4.14 Participation in a campus demonstration which disrupts the normal operations of the University and infringes on the rights of the University Community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area; intentional obstruction which unreasonably interferes with freedom of movement, either pedestrian or vehicular, on University Premises or at a University sponsored or sanctioned event.
- 4.15 Obstruction of the free flow of pedestrian or vehicular traffic on University Premises or at University-sponsored or -supervised functions.
- 4.16 Unauthorized Surveillance: making unauthorized video or photographic images of a person in a location in which that person has a reasonable expectation of privacy, including, but not limited to, shower/locker rooms, residence hall rooms and restrooms. Also prohibited is the intentional or knowingly viewing, storing, sharing and/or other distribution of such unauthorized images by any means.
- 4.17 Unauthorized distribution of sexually explicit images, sharing, displaying or otherwise distributing nude or sexually explicit images of another individual without that individual's Consent, even if the image was lawfully made or taken with Consent. The knowing or intentionally viewing of an image by a third-party when the third party knows or has reason to know that the subject of the image has not Consented to such viewing or distribution is likewise a violation of this section.
- 4.18 Abuse of computing resources, including but not limited to:

- a. Sharing a University account password with others, allowing anyone else to use your account or use someone else's account;
- b. Copying, sharing, uploading, downloading, sending or knowingly receive copyrighted or trade/service marked materials without authorization;
- c. Fraudulently accessing and interfering with computer systems, resources, data or other users;
- d. Examining, altering or attempting to examine or alter another computer user's private files or electronic communications without authorization;
- e. Using or altering electronic communications to hide identity or impersonate another party;
- f. Disrupting, attempting to disrupt or supporting the disruption of University or external information technology services, systems or users;
- g. Violating Missouri State University's "[Information Technology Policies](#)".

4.19 Physical Misconduct, including but not limited to:

- a. inflicting bodily harm or unwanted physical contact upon any person;
- b. taking any action for the purpose of inflicting harm upon any person.

4.20 Sexual Harassment as defined in the University's [Title IX Sexual Harassment Grievance Procedure Policy](#). Note: Unlike other prohibited conduct outlined in this Article IV, allegations of Sexual Harassment are processed through the University's Title IX Sexual Harassment Grievance Procedure Policy. As discussed in more detail below in Article 6, the Dean of Student Services may address allegations of Sexual Harassment that do not meet the definition or jurisdictional requirements of the Title IX Sexual Harassment Grievance Procedure. Allegations of Sexual Harassment, as defined by the University's Title IX Sexual Harassment Grievance Procedure Policy should be filed with the Title IX Coordinator, 901 S. National Ave., Springfield, Missouri 65897, 417-836-6810, titleix@missouristate.edu.

4.21 Abuse of the Conduct System, including but not limited to:

- a. Failure to obey the directives of a Conduct Officer or University Official;
 - b. Providing false, distorted or misrepresenting information before an adjudicator in a University process determining responsibility (e.g., Conduct Officer, University Official, Hearing Authority, and/or Decision Maker).
 - c. Disruption or interference with the orderly conduct of a conduct proceeding;
 - d. Institution of a conduct proceeding knowingly without cause;
 - e. Attempting to discourage an individual's proper participation in or use of, the conduct system;
 - f. Attempting to influence the impartiality of any member of a conduct proceeding prior to, during and/or after a conduct meeting and/or hearing;
 - g. Retaliation against any person participating in the conduct process;
 - h. Failure to comply with Consequences imposed following a conduct proceeding.
 - i. Influencing or attempting to influence another person to commit an abuse of the conduct system.
- 4.22 Violations of Missouri State University-West Plains' [Tobacco Use Policy](#).
- 4.23 Assisting, facilitating, or encouraging, through act or omission, any person or group with committing or attempting to commit a violation of this Code or Federal/State laws and regulations. Failure to leave or report a situation where any person is committing or attempting to commit a violation of this Code.

Article V

V. Violation of Law and University Conduct

- 5.1 University Student conduct proceedings may be instituted against a Student charged with conduct that potentially is a violation of both criminal law and this Code. Proceedings under this Code may be carried out prior to, simultaneously with or

following civil or criminal proceeding off-campus at the discretion of the Dean of Student Services or a designee. Determinations made or Consequences imposed under this Code shall not be subject to change because criminal charges were dismissed, reduced or resolved in favor of or against the criminal law defendant. In cases involving potential criminal conduct the Dean of Student Services, in conjunction with other appropriate University Officials, will determine whether law enforcement shall be notified.

- 5.2 When a Student is charged by federal, state or local authorities with a violation of law, the University will not request or agree to special consideration for that individual because of his or her status as a Student. If the alleged offense is also the subject of a proceeding before a conduct body under the Code, or other University Policy, however, the University may advise off-campus authorities of the existence of University Policy and of how such matters will be handled internally within the University Community. The University will cooperate fully with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of Student violators. Individual Students, staff members and Faculty Members, acting in their personal capacities, remain free to interact with governmental representatives, as they deem appropriate.

Article VI

VI. Student Conduct Adjudication Process

The development of self-discipline is a goal of education, and the Student conduct process is intended to be educational in nature. The Student conduct Adjudication process described herein is designed to further the educational process; therefore, it is not comparable to, or a substitute for, jurisprudence under a criminal code. Therefore, formal rules of process, procedure, and/or technical rules of evidence, such as are applied in criminal or civil court, are not used in the Student conduct Adjudication process described in this Code. The Student conduct Adjudication process outlined below is designed to balance the rights and responsibilities of the Student accused of wrongdoing with the rights of the University Community, including but not limited to, the complaining Student, other Students, Faculty, Staff, and the public.

- 6.1 Subject to other University Policy, any member of the University Community may file a complaint against any Student or Student Organization for alleged violations of this Code. The complaint may be prepared in writing or notice may be given in another manner and directed to the Dean of Student Services, who has been given responsibility for the administration of the University conduct system. Any complaint should be submitted as soon as is reasonably possible after the event takes place, but in any case, no longer than twelve (12) months from the date the person knew or should have known of the alleged violation. In most cases, Students will not undergo more than one conduct process within the University for the same incident.
- 6.2 Violations of Code Policies (other than violations of the University's Title IX Sexual Harassment Grievance Procedure Policy): After receiving an incident report or other indication of Code violations, the Dean of Student Services, or their designee, may proceed as follows:
- a. Conducts an investigation of the allegations, or other validation of the allegations received.
 - b. If appropriate, sends a charge letter indicating:
 - The sections of the Code or other University policies allegedly violated
 - Date, time, and place the alleged violation occurred (if available)
 - A concise summary of the alleged violation
 - A list of witnesses (to be supplemented later if necessary)
- A date, time, and location for the Respondent to meet with the Dean of Student Services pursuant to Section 6.5. The Respondent's class schedule shall be consulted; the Respondent may request an alternative date and time to meet within the deadline listed in the charge letter. The decision to alter the meeting time and date is at the discretion of the Dean of Student Services.
- 6.3 Alleged Violations of [Title IX Sexual Harassment Grievance Procedure](#): If the University receives an allegation of discrimination the University will address such allegation(s) through the Governing Policy and the Grievance Procedure Policy. The Dean of Student Services will forward any allegations to the appropriate official as indicated in University Policy. Allegations of Sexual Harassment that fall within the scope of the Grievance Procedure will be handled entirely through that Policy, unless dismissed pursuant to that Policy.

6.4 Allegations of Discrimination Based on a Protected Class: All allegations and complaints of discrimination that fall outside of the Grievance Procedure policy either due to the jurisdictional limitations or due to a dismissal pursuant to that Policy will be handled pursuant to the Discrimination Complaint and Investigation Procedures Policy. After completing an investigation, the Equity Investigator will prepare a document summarizing the investigation and the finding from the investigation. After receiving the document from the Equity Investigator, the Dean of Student Services will proceed as follows:

- a. Prepare and send correspondence to the individual identified as the Respondent in the Investigative Report scheduling a Conduct Meeting where the Dean of Student Services will discuss the situation described in the document, the proposed charges against the Respondent, the Consequences proposed by the Dean of Student Services and the Respondent's position on responsibility.
- b. The Respondent will be given the opportunity to review the document prepared by the Equity Investigator, the charges of Code violation and given a summary of information to be presented as to allow preparation of refutation. The Respondent will be given the opportunity to review any materials referenced by the Equity Investigator in the document including but not limited to: audio recordings and exhibits;
- c. Answer questions and provide any necessary clarification of the Code and/or its procedures;
- d. Discuss the Respondent's level of responsibility in the conduct situation. The Respondent may give additional information, present additional pertinent documents or records pertaining to the incident and present additional witnesses which were not provided during the investigative phase

6.5 Unless otherwise required by other University Policy, the Dean of Student Services, or designee, will facilitate a Conduct Meeting, at which time the following matters may be discussed:

- a. The Dean of Student Services will review the charges and give a summary of the information to be presented;

- b. The Dean of Student Services will answer any questions and provide any requested clarification of the Code and/or its procedures;
- c. The Respondent may respond to the charges and provide any information the Respondent believes to be relevant in determining responsibility. The Respondent shall have an opportunity to present information, ask questions, present records or documentation pertaining to the incident, present witnesses and provide explanations to the Dean of Student Services.
- d. The Dean of Student Services and the Respondent will discuss the Respondent's level of responsibility relating to the allegations and attempt to reach an agreement regarding responsibility (or lack of responsibility) and Consequences as necessary. If an agreement is reached, a Case Resolution Form (CRF) will be completed by the Dean of Student Services.
- e. If a Respondent fails to attend their scheduled conduct meeting, the Dean of Student Services may, at their discretion, conduct the meeting in the Respondent's absence and render a finding of responsibility or no responsibility. In these cases, the Dean of Student Services will complete a CRF and send a findings letter to the Respondent; the Respondent is responsible for fulfilling or upholding the Consequences listed within the letter. The Respondent may appeal the conduct decision but must follow the appeals processes outlined in Article VIII of this document.
- f. In matters concerning hearings, the Dean of Student Services will assist both the Respondent accused of violating policies and the member of the University Community who is filing charges for the purposes of facilitating and understanding the hearing process.
- g. The Dean of Student Services' determination will be made by a preponderance of evidence, on the basis of whether it is more likely than not that the Respondent violated the Code of Student Rights and Responsibilities.
- h. The Respondent may be accompanied by an advisor. The advisor may be an attorney but is not required to be an attorney. The Advisor will not be permitted to actively participate in any Conduct meeting. In consideration of the limited role of advisors and of the compelling interest of the University to expeditiously

resolve allegations of violations of the Code, the work of the Dean of Student Services will not, as a general practice, be delayed due to the unavailability of an advisor. The responding Student is responsible for presenting his or her own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing.

- 6.6 Where appropriate, following a Conduct Meeting, the parties may have a right to a hearing as set forth below:
- a. In cases where the Dean of Student Services and the Respondent are unable to come to an agreement on responsibility and/or consequence, or the Respondent fails to appear for the Conduct Meeting, and the Dean of Student Services' chosen consequence does not include any separation between the Student and the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p) then the finding of the Dean of Student Services will be applicable, unless the Respondent submits an appeal pursuant to Section VIII below.
 - b. In cases where the Dean of Student Services and the Respondent are unable to come to an agreement on responsibility and/or Consequences, and the Dean of Student Services' chosen consequence includes a sanction separating the Student from the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the Respondent shall have the right to request a hearing in front of a Hearing Authority.
 - c. In cases where the Respondent fails to appear for the conduct meeting and the recommended Consequences includes separation between the Student and the University (e.g., 7.1h, 7.1k, 7.1l, 7.1m, 7.1n, 7.1o, or 7.1p), the Dean of Student Services will designate an entry of "not responsible" and set up a hearing with a Hearing Authority.
- 6.7 Any hearing conducted pursuant to the Code shall be conducted in order to provide a fair opportunity for hearing of every participant's position, explanations and information according to the following guidelines:
- a. Hearings will be conducted in private. Only individuals serving a defined purpose will be allowed to participate (e.g., complaining and responding Students,

identified witnesses, advisors to participants, emotional support individuals), and only to the extent necessary for that defined role (i.e., emotional support individuals may sit in close proximity to a witness while being questioned, but then must leave for all other aspects of the Hearing.

- b. The parties to a hearing must each inform the Dean of Student Services of witnesses who they intend to have provide information at the hearing at least five (5) Business Days in advance of the hearing. The Hearing Authority may determine that there are other relevant persons who know information about the situation and invite them to participate in the hearing to share their information.
- c. The Hearing Authority may cause to be removed from the hearing any person who disrupts or impedes the hearing or who fails to adhere to the rulings of the Hearing Authority.
- d. Unless prior arrangements have been approved by the Hearing Authority, the complaining party should appear as part of the Dean of Student Services presentation of charge(s) before the Hearing Authority.
- e. If the Respondent has been properly notified of the hearing, but fails to appear, the hearing may take place in the Respondent's absence and the findings and Consequences will be binding on the Respondent, subject to the Respondent's right to appeal pursuant to Section VIII.
- f. In hearings involving more than one accused Student, the Dean of Student Services, at their discretion, may decide to separately conduct the hearings concerning each Student.
- g. Both parties to a hearing have the right to be assisted by an advisor of their choosing at their own expense. A party is only allowed one (1) advisor, unless otherwise approved by the Hearing Authority. The party's advisor may be an attorney. Participants are each responsible for presenting their own information and, therefore, advisors are not permitted to speak or to participate directly in any hearing. It is the responsibility of the participants to notify the Dean of Student Services of the identity of their advisor no later than five (5) Business Days in advance of the hearing date.

- h. In consideration of the limited role of advisors and of the compelling interest of the University to efficiently resolve allegations of violations of the Code, the work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of an individual's advisor.
- i. Presenting information and rebutting information presented at a hearing are rights available to both parties. However, certain circumstances may make it prudent to limit either party from submitting direct questions to a witness or participant. Therefore, all questions may be submitted in writing to the Hearing Authority to ask the questions on the party's behalf. Only those questions relevant to the conduct charges will be allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.
- j. It is the responsibility of the person desiring the presence of a witness before a hearing to ensure that the witness appears. Because experience has demonstrated that the actual appearance of an individual is of greater value than a written statement, the latter is discouraged and should not be used unless the individual cannot reasonably be expected to appear. Any written statement must be dated, signed, and include verification that the individual submitting the statement is in fact the author of the statement (e.g., notarized, signed in from of a University Official). The work of a Hearing Authority will not, as a general practice, be delayed due to the unavailability of a witness.
- k. The Hearing Authority may accept for consideration all information which reasonable persons would accept as having relevance to the allegations. Unduly repetitious, personally abusive information, or evidence overly extraneous to the charges under consideration should be excluded.
- l. Pertinent records, exhibits and written statements may be accepted as evidence for consideration at the discretion of the Hearing Authority. The dean of Student services must receive such pertinent records, exhibits and written statements at least five (5) Business Days prior to a hearing for a party to include such evidence in the hearing, unless as otherwise allowed by the Hearing Authority. All parties will be allowed similar and timely access to materials introduced during a Hearing.

- m. All procedural questions during the hearing are subject to the final decision of the Hearing Authority.
- n. The Hearing Authority will conduct deliberations in private as to a Respondent's responsibility and, if necessary, appropriate Consequences. The Hearing Authority shall determine whether the Respondent has violated each of the charged sections of the Code.
- o. The Hearing Authority's determination shall be made on the preponderance of evidence, on the basis of whether it is more likely than not that the Respondent violated the Code.
- p. The Hearing Authority will conduct separate deliberations in private as to the appropriate Consequences for those violations it has determined the Respondent has violated. The Hearing Authority will entertain recommendations from both parties as to appropriate consequence. A Respondent's past violations and Consequences (including past violations and Consequences that occurred at any of the University's campuses or at another institution of higher education) may be relevant and considered when determining action or appropriate Consequences.

6.8 A digital recording of all hearings will be recorded by the Dean of Student Services and/or the Hearing Authority. The record shall be the property of the University. No other party will be allowed to make a separate recording of any type. Both parties to the proceeding will have access to inspect the digital recording, at the office and the discretion of the Dean of Student Services, and pursuant to the restrictions applied by the Dean of Student Services and this Code.

6.9 The Hearing Authority will provide the Dean of Student Services with the parties CRF which will outline the Hearing Authority's finding on responsibility and Consequences. The CRF will also include a written summary of the Hearing Authority's rationale for its finding of responsibility and Consequences. Following completion of a CRF, the Respondent will receive an outcome letter from the Dean of Student Services, summarizing any charges and Consequences resulting from the conduct Adjudication process.

- 6.10 Except in the case of a Student charged with failing to obey the summons of a Hearing Authority or University Official, no Student may be found to have violated the Code solely because the Student failed to appear for a hearing. In all cases, the information in support of the charges shall be presented and considered.
- 6.11 The University records of a Student may be placed on a hold under this Code when a Student:
- a. Is given sufficient notice to respond to a letter of conduct charges and fails to respond;
 - b. Does not fulfill a conduct consequence within the deadline established by a Hearing Authority or by agreement with the Dean of Student Services;
 - c. Has received a consequence that prohibits future enrollment;
 - d. Has indicated a criminal charge or conviction on the application for admission and must provide requested information to the Dean of Student Services that is relevant to reaching an admissions decision;
 - e. Has been summoned by the Dean of Student Services or a designee for a meeting concerning the Student's alleged misconduct and will not comply with the request.
- 6.12 The purpose of a hold is to compel a Student to fulfill an obligation to the Dean of Student Services (including the Office of Residence Life). A Student Life Hold (J Hold) on records denies the Student the right to register for future classes or change class registration until the hold on records is removed by the Hearing Authority when the Student fulfills the required conditions. A Student receiving a hold may seek relief from the chancellor. A Student may request the temporary removal of holds under this section for registration purposes only. Such request must be in writing and directed to the Hearing Authority.
- 6.13 Through the course of the conduct process, the University will maintain records relating to an individual's participation in the conduct process. This conduct file, including the outcome of a conduct meeting or a hearing, and the Consequences imposed, are

educational records and are protected from release under the Federal Education Rights and Privacy Act (FERPA), except as otherwise required or permitted by law.

- a. The Dean of Student Services will facilitate the disclosure of the Student's conduct file upon written request. In order to request a copy of the conduct file an individual (or their next of kin) should submit a request to the Dean of Student Services.
- b. Following release of an acceptable written request, the Dean of Student Services will release a redacted version of the Student's conduct file. Such redaction will still include the name of the Respondent party, the charges pursued in the conduct process, and any consequence imposed against the Respondent.
- c. Conduct records of Student Organizations may be requested through the [University's Custodian of Records office](#).

Article VII

VII. Consequences

- 7.1 In the discretion of the Dean of Student Services or Hearing Authority the following Educational Consequences may be imposed upon any Student found to have violated any provision of this Code:
 - a. **Warning** – A notice in writing to the Student that the Student is violating or has violated institutional regulations;
 - b. **Loss of Privileges** – Denial of specified privileges for a designated period of time;
 - c. **Fines** – Fines may be imposed consistent with the schedule of fines adopted by the Board of Governors;
 - d. **Restitution** – Compensation for loss, damage or injury. This may take the form of appropriate service and/or monetary or material replacement;
 - e. **Discretionary Consequences** – Work assignments, service to the University or other related discretionary assignments which may include, but are not limited

to, an apology, restriction upon privileges, a research paper or written statement, a referral for counseling, evaluation for alcohol/drug abuse, completion of University programming or other Consequences deemed appropriate;

- f. **Level One Probation** – Is imposed for a specific period of time and affects the Student's good standing in the University. While on level one probation, the Student may be declared ineligible to campaign for, hold office or other leadership roles in a Student Organization, or represent the University in any intercollegiate activity. If found responsible for a violation of the Code while on level one probation, this may result in suspension or dismissal;
- g. **Level Two Probation** – Is imposed for a specific period of time and affects the Student's good standing in the University. While on level two probation the Student shall be declared ineligible to campaign for or hold office or other leadership roles in a Student Organization. The Student shall not represent the University in any University sponsored activity or position. While on Level Two probation, Students are prohibited from participating in the Study Away program, attending conferences on behalf of the university or representing the University at an official function, event, or intercollegiate competition as a player, manager, or Student coach. If found responsible for a violation of the Code while on level two probation, it may result in separation from the University (e.g., denial of privilege to reenroll, suspension, or dismissal) at the discretion of the Dean of Student Services.
- h. **Denial of Privilege to Re-enroll** – This places the Student on level two probation, permits the Student to complete the current semester barring further violations, but prohibits the individual from enrolling for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While prohibited from enrolling, the Student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off-campus. A hold is placed on the Student's records;

- i. **University Housing Probation** – Probation is for a specified period of time and includes the probability of suspension or expulsion from University Housing if the Student is found to be in violation of University Policy during the probationary period;
- j. **Parental Notification** – The Family Educational Rights and Privacy Act (FERPA) permits an institution of higher education to disclose to parents or legal guardians the results of conduct hearings if the Student is less than 21 years of age and has been found responsible for violating campus rules regarding the use or possession of alcohol or a controlled substance. Parents or guardians of Students under the age of 21 may be notified of all violations of University narcotic or other controlled substance policies (Section 4.10) and those alcohol violations (Section 4.11) that result in an assessment for chemical dependency, residence hall probation or a more severe consequence, as allowed under FERPA regulations;
- k. **University Housing Suspension** – Separation of the Student occupancy in University Housing for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. The Student may be denied access to dining facilities connected to University Housing during the suspension. A permanent conduct record is maintained.
- l. **University Housing Expulsion** – Permanent separation of the Student from University Housing. The Student shall be permanently denied access to occupancy in University Housing and access to all University Housing (including dining facilities connected to University Housing). A permanent conduct record is maintained.
- m. **Suspension** – Separation of the Student from the University for a defined period of time, after which the Student is eligible to return. Conditions for readmission may be specified. While on suspension, the Student is denied access to University owned or leased grounds, facilities, equipment, computer networks, vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending the Student Organization's activities on or off campus. A "J Hold" (Student Life Hold) is placed on the Student's records. A permanent conduct record is maintained.

- n. **Dismissal** – Permanent separation of a Student from the University. When dismissed, a Student is denied access to University owned or leased grounds, facilities and vehicles and all University planned, promoted or sponsored activities. In the case where a Student is a member of a Student Organization, the Student is prohibited from attending any Student Organization activity. There is a permanent Student Life (J Hold) hold on the Student's records. A notation is made on the Student's permanent academic record with removal resulting only from action by the chancellor of the campus. A permanent conduct record is maintained.
- o. **Revocation of Admission and/or Degree** – Admission to or a degree awarded from the University may be revoked for fraud, misrepresentation or other violation of University standards in obtaining admission or the degree or for other serious violations committed by a Student prior to graduation.
- p. **Withholding Degree** – The University may withhold awarding a degree otherwise earned until the completion of the process set forth in this Student conduct code, including the completion of all Consequences assigned, if any.

7.2 More than one of the Consequences listed above may be assigned for any single violation.

7.3 Other than dismissal, 7.1n, conduct Consequences shall not be made part of the Student's permanent academic record, but shall become part of the Student's confidential conduct record, which will be maintained in a specified area of the dean of Student services' office and shall be subject to the restrictions of the Family Educational Right to Privacy Act (FERPA). Conduct records are maintained in the Dean of Student Services for seven (7) years from imposition of the most recent consequence, except in cases where the consequence is University Housing expulsion, suspension and dismissal. University Housing expulsion and suspension cases will be kept as a permanent conduct record but will not be noted on the academic transcript. Cases of dismissal are permanent and, unlike other conduct records, appear as a notation on the academic transcript. The Conduct Records Policy is in compliance with the state's Records Retention Schedule. All conduct records concerning Student Organizations are maintained permanently for archival purposes.

- 7.4 Conduct cases that are incomplete, due to factors such as the Student's not responding to conduct charges or not fulfilling an educational consequence remain a conduct record until required actions are completed by the Student. Registration for subsequent terms or the conferral of academic degrees may be withheld pending the resolution of allegations of Student misconduct.
- 7.5 In addition to the Consequences set forth in Section 7.1, the following Educational Consequences may be imposed upon Student groups or Organizations following a finding of responsibility for a conduct violation:
- a. Revocation of University Recognition – Loss of all privileges, including University recognition, for a specified period of time. Conditions for recognition may be imposed.
 - b. Dismissal – permanent revocation of University recognition.
- 7.6 **Temporary or Provisional Orders** – In addition to the authority granted in [section 2.3](#) of this Code, the Dean of Student Services and/or the Coordinator of Student Life & Development is empowered to impose temporary or provisional orders to preserve the status quo or to prevent the potential endangerment of persons or property. Such temporary or provisional orders are not intended to replace the University's conduct Adjudication process. Generally, such orders should be limited to those circumstances where the Dean of Student Services and/or the Coordinator of Student Life & Development has good cause to believe that the Student or the Student's behavior, poses a threat to the status quo of the University Community or member(s). A Student shall receive a written copy of the order, which specifies the conditions of the order, the duration of the order, the Consequence for violation of the order and how the record of the order will be maintained.
- a. A Student receiving a temporary or provisional order may seek relief from the Dean of Student Services. The Student shall request relief in writing. Upon review, the Dean of Student Services can affirm the order, amend the conditions of the order, or remove the order.

- 7.7 **Interim Suspension** – In certain circumstances, the University may impose a University or University Housing suspension prior to a hearing before a Hearing Authority or other University Adjudication (e.g., Title IX Grievance Process).

Interim Suspension may be imposed only:

- a. To ensure the safety and well-being of members of the University Community or preservation of University property;
 - b. To ensure the Student's own physical or emotional safety and well-being;
 - c. If the Student has violated a provisional order put into effect to ensure the safety and well-being of members of the University Community or preservation of University property;
 - d. If the Student poses a threat of disruption of or interference with the normal operations of the University.
 - e. Following an individualized safety and risk analysis in which the Dean of Student Services determines that, based on the allegations of sexual harassment, there is an immediate threat to the physical health or safety of any Student or other individual.
- 7.8 During the interim suspension, the Student shall be denied access to the residence halls and/or to the campus (including classes) and/or computing and networking facilities and resources and/or all other University activities or privileges for which the Student might otherwise be eligible, as the dean of Student services may determine to be appropriate. The Student should be notified in writing of this action and the reasons for the interim suspension. The notice should include the date, time and place of a subsequent hearing at which the Student may show cause why the Student's continued presence on the campus does not constitute a threat or may contest whether a campus policy was violated.
- 7.9 Violations of University drug and alcohol policies are cumulative over the duration of a Student's tenure at the University and a schedule of minimum Consequences will be assigned. All monetary fines for alcohol and other drug violations go into an alcohol education account that supports classes, assessments and other educational efforts. A

schedule of fines will be approved annually by the Board of Governors and available on the University website.

a. Use or Possession of Marijuana:

- First Violation: Fine: participation in a drug education course; and 2 reflection papers.
- Second Violation: Participation in drug education course, University Housing probation for one (1) year; and/or Level 1 probation for a period of one (1) year; and parental notification, as allowed under FERPA regulations.
- Third Violation: Separation from the University for one semester (e.g., suspension, or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations. Prior to re-admittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be at the University. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Third violation will not be eligible for University Housing.

b. Use or Possession of a Controlled Substance Other Than Marijuana:

- First Violation: Participation in drug education program; fine; University housing suspension; Level Two Probation for a period of one year and parental notification, as allowed under FERPA regulations, additional Consequences as deemed appropriate by the Dean of Student Services.
- Second Violation: Separation from the University for one year (e.g., suspension or denial of privileges to re-enroll) and parental notification, as allowed under FERPA regulations.

c. Possession of a Controlled Substance with Intent to Sell or Distribute:

- First Violation: Dismissal from the University.

d. Use, Possession or Distribution of Alcohol:

- First Violation: Fine; online alcohol educational module and one (1) reflection paper.
- Second Violation: Fine; online alcohol educational module, at least fifteen (15) hours of approved community service; University Housing probation for one (1) year/ and/or Level One probation for a period of one (1) semester. Parental notification, as allowed under FERPA regulations.
- Third Violation: Parental notification, as allowed under FERPA regulations; University Housing suspension; assessment for chemical dependency; Level Two Probation for a period of one (1) year and fine.
- Fourth Violation: Separation from the University (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to readmittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be a member of the University Community. The Student may be asked to submit documentation of successful substance abuse treatment. Students readmitted after a Fourth Violation will not be eligible for University Housing.

Possession of Alcohol/Drug Paraphernalia

- First Violation: Warning and removal of Paraphernalia item
- Second Violation: Paper and removal of Paraphernalia item
- Third Violation: Parental notification, as allowed under FERPA regulations; University Housing probation; and removal of item
- Fourth Violation: University Housing suspension (e.g., suspension or denial of privileges to re-enroll) for one semester. Prior to re-admittance, the Student will be required to meet with the Dean of Student Services (or designee) to discuss and demonstrate readiness to be a member of the University Community.

Article VIII

VIII. Appeals

- 8.1 Within five (5) Business Days of issuing the outcome letter, the Complaining Student or the Respondent may appeal the decision of the Hearing Authority by submitting a request for appeal to the Dean of Student Services that is signed by the appealing party, dated and explains the reasons for appeal. Upon receipt of an appeal request, the Dean of Student Services may choose a designee to review the appeal.
- 8.2 Except as required to explain the basis of new information, an appeal shall be limited to review of the verbatim record of the initial hearing and supporting documents for one or more of the following two (2) bases:
- a. Procedural Error: To determine whether the original hearing was conducted fairly in light of the charges and information presented and in conformity with prescribed procedures giving the Complainant a reasonable opportunity to prepare and present information that the Code was violated and giving the Respondent a reasonable opportunity to prepare and to present a rebuttal of those allegations.
 - b. New Information: To consider new information, sufficient to alter a decision or other relevant facts not brought out in the original hearing, because such information and/or facts were not known to the person appealing at the time of the original hearing.
- 8.3 In the event the one appealing a decision or a consequence wishes to review the verbatim record of the Hearing, the Student may make application to the Dean of Student Services to do so. The verbatim record will remain in the possession of the University during the review. Under no circumstances will a copy of the recording be released. The period for appealing the decision of the Hearing Authority will not be extended for purposes of reviewing the verbatim record.
- 8.4 In the event a verbatim recording is not available due to mechanical failure or otherwise, the absence of the verbatim record shall not, in itself, be cause for appeal. In such cases the Dean of Student Services and/or Hearing Authority will provide the hearing record, which will be considered sufficient for review by an Appeal Authority.
- 8.5 The Appeal Authority reviewing the appeal may do any of the following:

- a. Remand the matter to the original Hearing Authority for re-opening of the hearing to allow consideration of the original determination and/or consequence(s).
 - b. Affirm the finding of responsibility or no responsibility.
 - c. Reverse the finding of responsibility or no responsibility.
 - d. Deny the appeal because it does not fall within the parameters of or comply with the requirements set forth in this Code.
- 8.6 In cases where the consequence is either Suspension or Dismissal, the Chancellor of the West Plains will be designated as the Appellate Authority.
- 8.7 The Student's right to appeal ends at the Appellate Authority.

Article IX

IX. Interpretation & Revision

- 9.1 Any question of interpretation regarding the Code shall be referred to the Dean of Student Services for final determination, subject to appeal to the Chancellor.
- 9.2 The Code should be reviewed periodically under the direction of the Dean of Student Services. In all cases, review of this document should be done by bodies which include Students appointed by the Student Government Association.
- 9.3 Changes in the Code which are editorial in nature and do not affect the fundamental nature of the document or are required to ensure the code is consistent with state or federal law, can be made by the Dean of Student Services and become effective upon approval by the Chancellor of the campus.
- 9.4 Substantive changes recommended for the Code as a result of the review process shall be submitted to the Board of Governors for approval and adoption.

Article X

X. Definition of Terms.

For purposes of this Code, the following terms have the following meaning:

- 10.1 "Academic Dishonesty": Any one of the following acts constitutes academic dishonesty:
- a. **Cheating:** The term "**cheating**" refers to using or attempting to use unauthorized materials, information or study aids in any academic exercise.
 - b. **Fabrication:** The term "**fabrication**" refers to unauthorized falsification or invention of any information (including research data) or any citation in any academic exercise.
 - c. **Facilitating academic dishonesty:** Assisting or attempting to assist another to violate any provision of the Academic Integrity Policy, whether or not that action is associated with any particular course, is considered academic dishonesty.
 - d. **Plagiarism:** The term "**plagiarism**" includes, but is not limited to, the use, by paraphrase or direct quotation, of the published or unpublished work or sections of a work of another person without full and clear acknowledgement. It also includes the unacknowledged use of materials prepared by another person or agency engaged in the selling of term papers or other academic materials, including material taken from or ordered through the Internet.
- 10.2 The term "**Adjudication**" means the process of reaching a determination of responsibility and Consequences under this Code.
- 10.3 The term "**Appeal Authority**" or "**Appellate Authority**" means any person authorized by the Dean of Student Services to consider an appeal from a Hearing Authority's determination that a Student has violated the Code or from the Consequences assigned by the Dean of Student Services and/or Hearing Authority.
- 10.4 The term "**Business Day**" means any day in which University offices are open, regardless as to whether classes are in session.

- 10.5 The term "**Code**" refers to the Code of Student Rights and Responsibilities.
- 10.6 The term "**Complainant**" refers to any member of the University Community who files a complaint for charges against a Student or Student Organization.
- 10.7 The term "**Conduct Officer**" means a University Official authorized by the Dean of Student Services to recommend Consequences for Students found to have violated the Code. The Dean may authorize a Conduct Officer to serve simultaneously as a Conduct Advisor and the sole member or one of the members of a Hearing Authority. Nothing shall prevent the Dean from authorizing the same Conduct Officer to recommend Consequences in all cases.
- 10.8 For the definition of "**Consent**" and other terms related to sexual violence, as well as further explanation of University policy, see the University's [Title IX Sexual Harassment Grievance Procedure Policy](#).
- 10.9 The term "**Consequence**" or "**Educational Consequence**" refers to the outcomes or terms that a Student must fulfill in the event they are found responsible for policy and/or code violations.
- 10.10 The "**Dean of Student Services**" is that person designated by the University to be responsible for the administration of the Code.
- 10.11 The term "**Explosive Weapons**" means any explosive, incendiary or poison gas bomb or similar device designated or adapted for the purpose of inflicting death, serious physical injury or substantial property damage or any device designed or adapted for delivering or shooting such a weapon.
- 10.12 The term "**Faculty Member**" means any person hired by the University to conduct classroom or other learning/teaching activities.
- 10.13 The term "**Firearms**" means any weapon that is designed or adapted to expel a projectile by the action of an explosive.
- 10.14 The term "**Hearing Authority**" means any person authorized to determine whether a Student has violated the Code and to recommend Educational Consequences.

- 10.15 The terms "**May**" and "**Should**" are used in the permissive sense.
- 10.16 The term "**member of the University Community**" includes any person who is a Student, Faculty Member, University Official or any other person employed by the University. A person's status in a particular situation shall be determined by the Dean of Student Services.
- 10.17 The terms "**Must**" and "**Shall**" are used in the imperative sense.
- 10.18 The term "**Organization**" means any number of persons who have complied with the formal requirements for University recognition/registration.
- 10.19 The term "**Other Weapons**" is to include, but not be limited to, a blackjack, switchblade knife, other than an ordinary pocketknife with no blade more than two inches in length, brass knuckles and projectile weapon such as a bow, crossbow, pellet gun, slingshot or any other weapon as defined by Missouri law.
- 10.20 The term "**Paraphernalia**" includes any object that i) contains the residue of alcohol or of an illegal drug, ii) is manufactured or sold for the consumption of alcoholic beverages or an illegal drug, or iii) is designed for the rapid consumption of alcohol. Examples of Paraphernalia under this definition include, but are not limited to, a marijuana pipe or bong, blow tube, a beer bong and empty beer cans, liquor bottles, or empty case of beer.
- 10.21 The term "**Respondent**" refers to any Student or Student Organization of the University Community who is alleged to have violated the Code or who is charged with violation of the Code.
- 10.22 For purposes of the Code the term "**Student**" includes all persons who have been notified of their acceptance for admission, and for whom the University maintains education records or personally identifiable information and who is or who has been in attendance at the University.
- 10.23 The term "**University**" means Missouri State University-West Plains.

10.24 The term **"University Community"** means Missouri State University-West Plains Students, Faculty, and Staff.

10.25 The term **"University Premises"** includes all land, buildings, facilities and other property in the possession of or owned, used or controlled by the University.

10.26 The term **"University Official"** includes any person employed by the University performing assigned administrative or professional responsibilities. This term specifically includes residence hall personnel such as Resident Assistants, Assistant Residence Life Manager, Residence Life Manager, and Residence Life Operations Assistant.

Effective date

Approved by Board of Governors:

III.F.1.

RECOMMENDED ACTION - Approval of Actions Concerning Academic Employees.

The following resolution was moved by _____ and
seconded by _____:

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.

(See Addendum A for Per Course Faculty Payments for the Summer 2022 session)

(See Addendum B for Supplemental Payments for the Summer 2022 session)

VOTE: **AYE** _____

NAY _____

ADDENDUM A

Per Course payments for the Summer 2022 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dennis Emslie-Drummond	VIN	\$1,800.00
Joseph Geller	VIN	\$1,800.00
Sherry Harper McAfee	COM	\$1,696.46
Esme Johnson	ART	\$1,800.00
Typhanie Myers	EDU	\$2,100.00
Shelia Priest	REL	\$1,800.00
Janice Sperry	MUS	\$1,800.00
Randy Story	COM	\$1,800.00

Supplemental payments for the Summer 2022 session:

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Craig Albin	ENG	\$ 2,643.84
Cathy Boys	TEC Internships	\$ 166.66
Thora Broyles	MTH	\$ 881.28
Judy Carr	EDU/PSY/SOC	\$13,025.94
Anyta Cavitt	EDU	\$ 600.00
Charles (Chuck) Cook	TEC Internship	\$ 250.00
Ana Estrella	BIO	\$ 6,222.10
Alexandra Graham	ENG	\$ 1,800.00
Philip Howerton	ENG	\$ 4,550.48
Renee Keith	CFD	\$ 1,321.92
Krista Lair	CIS	\$ 2,004.00
Jason McCollom	HST/Dept. Chair	\$ 8,344.40
Carla Neff	ALH	\$ 2,203.20
Michael Orf	PLS/PSY	\$ 9,703.20
Gary Phillips	Dept. Chair	\$ 500.00
Alex Pinnon	PHI	\$ 3,745.44
Jacob Poulette	Prog. Coord.	\$ 250.00
Frank Priest	ENG	\$ 4,712.40
Sharath Rongali	BIO	\$ 2,643.84
Joseph (Kip) Rugutt	CHM	\$ 4,112.64
Dasha Russell	ACC/Internships/CIS	\$ 4,134.67
Tresa Ryan	ALH/HIT/Dept. Chair	\$ 3,657.92
Brenda Smith	CFD/HSP/FCA Internships/Prog. Coord.	\$ 2,556.32
Rajiv Thakur	GRY	\$ 5,875.20
Jay Towell	MTH/Dept. Chair	\$ 6,628.97
Abel Jerry Trick	MTH/IDS Coord.	\$ 2,454.72
Jane Ward	EDU	\$ 1,542.24
Benjamin Wheeler	BMS/Dept. Chair	\$ 6,494.41
David J. White	BUS/IDS/MGT/Dist. Learning Coord./ Program Coord.	\$ 9,078.40
Linda Wulff-Risner	AGR/Internships/IDS/Prog. Coord.	\$ 5,156.40

III.F.2.

MISSOURI STATE UNIVERSITY

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>
Ashley Pruett	Administrative Specialist II WP Financial Aid	12	\$30,471 annually	5/16/2022

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jason Owens	Assistant Athletics Coach, Basketball WP Men's Athletics	5/13/2022
Susannah Kelley	Assistant Athletics Coach, Volleyball WP Women's Athletics	5/31/2022
Laurie Wall	Registrar WP Registration and Records	7/15/2022

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Alyssa Collins	From: Procurement/HR Specialist WP Procurement/HR GR 16, \$41,203 annually To: Human Resources Coordinator WP Human Resources GR 44, \$45,000 annually	Promotion	5/01/2022

Vote: _____ Yea
 _____ Nay

III.F.3.

RECOMMENDED ACTION - Approval of employment of Donald Long, Missouri State University-West Plains' Head Women's Softball Coach.

The following resolution was moved by _____ and seconded by _____.

WHEREAS, the University desires to employ Mr. Donald Long as the Missouri State University West Plains' Head Women's Softball Coach, and Mr. Long desires to accept such employment; and

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

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the appointment of Donald Long as Missouri State University West Plains' Head Women's Softball Coach and ratifies the execution of the attached Employment Agreement with Mr. Long.

VOTE: AYE _____

 NAY _____

Comments:

The contract includes the following terms:

- Contract term of April 8, 2022, through June 30th, 2023.
- Base Salary –\$45,000.00 during the term.
- Achievement payments, as outlined in Section 5(a), not to exceed \$8,000.00 during the Term:
 - \$500.00 if the team finishes first or second place in the regular season of NJCAA Region XVI.
 - \$500.00 if the team advances to and participates in the NJCAA Region XVI Post-Season Tournament championship game.
 - \$1,750.00 if the team finishes as champions of the NJCAA Region XVI Post-Season Tournament.
 - \$500 if the team advances to the championship match of the NJCAA District Playoff Tournament.
 - \$1,000 if the team finishes as champion of the NJCAA District Playoff Tournament or otherwise advances to the NJCAA National Post-Season Tournament.
 - \$1,000 if the team wins the first-round game of the NJCAA National Post-Season Tournament.

- An amount, calculated by subtracting previously earned achievement payments from \$8,000.00, for each victory in the NCJAA National Post-Season Tournament. In no event will this achievement payment exceed \$2,750.00.
- Additional fringe benefits, incentives, and entitlements as outlined in the Employment Agreement.
- Remaining terms and conditions are consistent with other Missouri State University-West Plains athletics' employment agreements.

Exhibit A

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement"), is entered by and between the Board of Governors of **MISSOURI STATE UNIVERSITY**, West Plains, Missouri ("University") and Donald Long ("Coach") and is effective as of April 18, 2022 ("Effective Date").

WITNESSETH:

WHEREAS, the University desires to employ Coach as Head Coach for its Women's Softball program, and Coach desires to serve in the position of Head Coach of the Women's Softball program under the terms and conditions set forth herein.

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

1. Term of Employment

The University does hereby employ Coach for a term from April 18, 2022, through June 30, 2023 ("Term") as the Head Women's Softball Coach, subject to renewal or termination, on the terms and conditions hereinafter provided.

2. Duties

During the Term, Coach shall be responsible for fulfilling the following duties:

- (a) **Head Women's Softball Coach.** Coach shall serve the University as its Head Women's Softball Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of intercollegiate Women's Softball on behalf of the University, and to the administration and management of his coaching staff, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University shall from time-to-time direct, which are of a nature

customarily and properly belonging to the duties of a University Head Women's Softball Coach.

- (b) **Other Activities.** Softball Coaches will be expected to maintain the Team's designated softball field sufficient for competition and practice. Such conditions must be consistent with the custom and usage of NJCAA Division II Region 16 softball.

3. Compensation

As of the Effective Date, the University shall pay Coach the following compensation:

- (a) **Base Salary.** During the Term of the Agreement the University shall pay Coach a yearly Base Salary of Forty-Five Thousand Dollars (\$45,000.00).
- (b) **Payment Via University's Standard Payroll Procedure.** Coach's salary shall be paid on a basis as the University has established for its payroll procedure, less applicable taxes and withholdings.
- (c) **Eligibility for Incentive Payments.** Coach shall be eligible for additional incentive payments as specified in Section 5.

4. Additional Entitlements

- (a) **Fringe Benefits and Privileges.** The benefits and privileges accorded the University full-time staff employees, such as, but not limited to, workers compensation, Missouri State Employees Retirement System (MOSERS), and other benefits established by the Board of Governors will likewise be accorded to Coach. It is agreed that the terms and conditions of the Faculty Handbook will not be regarded as a part of the Agreement and that Coach is not on tenure-track and is not receiving tenure.
- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach while

recruiting or on official business for the University's athletic program will be paid/reimbursed to Coach, pursuant to University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents; such approval not to be unreasonably withheld.

- (c) **Use of University Vehicles.** Coach expressly warrants and agrees that no university vehicles will be used to transport non-Missouri State students or non-Missouri State employees or for activities not involving Missouri State University. However, guests of the University traveling on official University business may ride as passengers in University vehicles if approved in advance by the Director of Athletics. It must be noted that no guarantee exists that liability coverage will be afforded to any guest in a university vehicle in the event of an accident.
- (d) **Tickets.** Coach shall be entitled to two tickets to each Grizzly Athletics events and all tournament games at no personal cost and additional tickets as necessary to assist Coach in promoting and enhancing the University Softball's program.
- (e) **Coach's Show.** Coach shall be permitted to contract independently with and receive compensation directly from a radio station approved by the University for purposes of participating in a "Coach's Show." In participating in the Radio Show, Coach will not engage in conduct that does not well represent the University or the media outlet.

5. Other Compensation and Incentives

- (a) **Achievement Payments.** Coach shall be entitled to receive certain payments (before taxes) during the term of this agreement, if the University Women's Softball Team (the "Team") performs to certain levels of achievement. It is expressly understood that in

no circumstances shall the total amount of achievement payments exceed \$8,000.00 annually during this Agreement period.

i. **Category I (NJCAA Region XVI Regular Season).** In the event the team finishes in first or second place in the regular season of NJCAA Region XVI, an amount of \$500.00 will be paid.

ii. **Category II (NJCAA Region XVI Post-Season Tournament).**

- In the event the team advances to and participates in the championship game of the NJCAA Region XVI Post-Season Tournament, an amount of \$500.00 will be paid.
- In the event the team finishes as champion of the NJCAA Region XVI Post-Season Tournament, an additional amount of \$1,750.00 will be paid.

iii. **Category III (NJCAA District Playoff Tournament).**

- In the event the team advances to championship match of the NJCAA District Playoff Tournament, \$500 will be paid.
- In the event the team finishes as champion of the NJCAA District Playoff Tournament, or otherwise advances to the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.

iv. **Category IV (NJCAA National Post-Season Tournament).**

- In the event the team wins the first-round game of the NJCAA National Post-Season Tournament, an additional amount of \$1,000.00 will be paid.
- The remaining balance of the \$8,000.00 maximum amount (\$2,750.00) for post-season achievement payments will be divided in equal portions based on the

number of possible games remaining. For each remaining victory in the NJCAA National Post-Season Tournament, that portion will be paid.

6. Softball Camps

The University acknowledges that it is in the interest of the University to have women's softball camps during the summer. In this regard, Coach may conduct annual softball camps during the term of this agreement and, if he does so for his own benefit, the University shall make available both University facilities and contracted facilities for that purpose, subject to the following provisions as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **University Fee Per Camp Enrollee.** Coach agrees to pay the University one dollar (\$1.00) per paid enrollee or one hundred dollars (\$100.00), whichever is the lesser sum, for the use of the contracted softball facility.
- (b) **Insurance Obligations.** Coach agrees to secure commercial general liability insurance to cover the operation of the camp. Such insurance shall be in minimum liability limits of Five Hundred Thousand dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach agrees to increase the liability limits if requested by the university as a result of a change in Missouri law.
- (c) **Mandated Reporter Training.** Coach will attend and require all staff to attend any University-required mandated reporter and/or Title IX training prior to conducting any softball camps.

- (d) **Use of University's Housing System.** Coach shall be given access to the University's residence housing system for use in conjunction with softball camps, provided that he shall pay the then current daily rate charged by the University's Department of Residence Life for each camp enrollee. The University agrees to provide Coach with notice of any increase in residence hall rates for the subsequent year.
- (e) **No Guarantee as to Number of Camp Participants.** Coach does not guarantee any number of enrollees.
- (f) **Registration Fee, Revenue for Softball Camps.** The fee for each enrollee shall be established by Coach. Coach shall be allowed to retain all revenues and income generated by such camp, less fees referenced above in Sections 6(a) and (d).
- (g) **Use of University Name, Logos in Camps Promotion.** Coach may use the University names, logos, and depictions on brochures and similar camp documentation. University funding and/or University personnel may be used for any required reconfiguration of playing surfaces for permitted camps.

7. Professional and Moral Conduct Required

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

- (a) Coach will make best efforts to ensure that the Team's student-athletes comport

themselves with honesty and sportsmanship at all times.

- (b) Coach shall not accept compensation or gratuities of any kind whatsoever, either directly or indirectly, for representing a professional sports organization in the scouting or contacting of athletic talent or the negotiating of a contract.
- (c) Coach will make best efforts to ensure that staff members of the University, or others serving on the Association's committees or acting as consultants, shall not, directly or by implication, use the Association's name or their affiliation with the Association in the endorsement of products or services.
- (d) Coach shall not represent, directly or indirectly, a student-athlete in the marketing of athletic ability or reputation to a professional sports team or professional sports organization, and shall not receive compensation or gratuities of any kind, directly or indirectly, for such services.
- (e) Coach further agrees that he may be suspended for a period of time, without pay, or that his employment may be terminated, notwithstanding any other provisions of this agreement, if he is found by the NJCAA to be involved in violation of NJCAA regulations.
- (f) Accepting the role of a coach assumes the highest level of academic and athletic integrity, professionalism, responsibility and respect for the game, athletes, officials, administrators and the college community. The NJCAA has outlined the expectations in the "NJCAA Position Statement on Coaching and Athletic Administrator Ethics" which can be found in the NJCAA Handbook. In addition to and in conjunction with the NJCAA position, Coach will:

- Follow all rules, policies and procedures promoted by the college, conference, region and national association;
- Serve the student-athletes as a positive role model and mentor;
- Develop and train each student-athlete to reach each of their athletic, academic, character and leadership potential;
- Be accountable and take responsibility for the actions of self, athletes and staff with respect to promoting good sportsmanship and respect for the game; and
- My signature below indicates my commitment to coaching excellence, and Coach agrees to follow the ideals as outlined in this Agreement.

Failure to maintain these provisions shall constitute material breach of this agreement.

8. **Non-Functional Personnel.** Non-functional or otherwise unauthorized personnel shall not occupy seating or space either on or adjacent to the team bench during competitions.
9. **Extension.** The University's Director of Athletics, in conjunction with the University Chancellor, will conduct a performance review and evaluation of Coach and shall give Coach notice in writing stating whether it is willing to modify the agreement. Not later than thirty (30) calendar days following receipt of such notice, Coach shall respond by stating his acceptance or rejection, or his proposed modification of the salary offer extended by the University. If agreement upon the terms of such modification is reached, a new agreement document codifying the terms agreed upon shall be executed by the parties. Such agreement must be approved by the Board of Governors.
10. **Termination**
 - (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the

term specified above is made, this Agreement shall terminate as of the last day of the term (June 30, 2023).

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

- i. **For just cause.** The term "just cause" is defined as acts by Coach constituting or involving dishonesty in interactions with athletic or University administration, dishonesty when representing the University that brings ill repute to the University, moral turpitude that brings ill repute to the University, conviction of a felony, and major infractions of NJCAA rules and regulations as determined by NJCAA, prolonged absence from duty without consent of the Athletic Director, and willful disregard for the welfare and safety of University student-athletes which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach notice in writing of the cause alleged, and an opportunity to be heard.
- ii. **Effect of Termination for Just Cause.** In the event the University terminates Coach's employment, under Section 10(b)(ii) above, Coach shall not be entitled to any further compensation following the date of such termination, unless otherwise agreed to in writing by the University. Coach will, however, be entitled to all compensation and achievement payments earned through the date of termination.

11. Cancellation

- (a) **Cancellation without Cause by Coach.** Coach may cancel this Agreement without penalty by giving written notice of cancellation on or after January 1 in the year of cancellation.
- (b) **Cancellation Without Cause by University.** Notwithstanding any provision of the Agreement to the contrary, University may also elect to cancel this Agreement, for any or not reason, by notification to Coach in writing, on or before April 1 each year of the Term.

12. Missouri Law

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

13. Entire Agreement

This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and Letters of Employment having been incorporated herein. It may only be amended in writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Employment Agreement on the dates indicated below:

Coach

Donald Long
Donald Long
Head Coach Women's Softball

4-13-22
Date

**The Board of Governors of
Missouri State University-West Plains**

Dennis Lancaster
Dennis Lancaster
Chancellor

4/13/22
Date

V.B.



Missouri State
U N I V E R S I T Y

June 1, 2022

John Jasinski
[REDACTED]

Dear John:

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

Your employment will commence July 5, 2022—recognizing that you will work remotely until July 18, 2022. Your employment will continue for an initial term of one (1) year (i.e., through July 4, 2023), unless terminated for cause pursuant to the *Employee Handbook* (https://www.missouristate.edu/Policy/G7_02_EmployeeHandbook.htm). Thereafter, we may mutually agree to renew your employment for one or more additional terms of one (1) year under the same terms set out in this letter.

For the next year the interim provost will serve as the chief academic officer of the university and provide primary administrative leadership, direction, and evaluation for faculty affairs.

Your annual salary will be \$200,000, paid on a monthly basis by direct deposit. You will also receive a housing allowance of \$2,000 per month (i.e., a total housing allowance of \$24,000 during the initial term), which constitutes imputed taxable income. You will also be reimbursed for documented expenses associated with your relocation to Springfield, Missouri from Maryville, Missouri, including but not limited to packing, unpacking, and moving expenses.

The appointment includes coverage under the University's group health insurance plan, participation in the Missouri State Employee's Retirement System ("MOSERS"), and other fringe benefits extended to full-time employees. Your vacation leave will accrue at a monthly rate of 13.34 per month, such that you will be entitled to 20 days of vacation leave per year. You will also accrue paid sick leave at the rate of 8 hours (i.e., one day) per month worked. Other benefits such as educational benefits and use of the University services and facilities are described in the University's *Employee Handbook* and will be further explained to you in a New Employee Orientation session conducted by the Office of Human Resources.

As interim provost, you will work in collaboration with the executive vice president. Together you will be responsible for providing primary administrative leadership, direction, and

Office of the President

901 South National Avenue • Springfield, MO 65897 • 417-836-8500 • Fax 417-836-7669
www.missouristate.edu • president@missouristate.edu

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evaluation for the full range of academic, student support, recruitment, retention, enrollment management, and research activities of the university. At the outset, this will involve restructuring units and operations to redesign the university in a way that meets modern post-educational and workforce needs. It will also involve leading efforts to develop a plan to reduce expenses in academic affairs. Initially, the academic deans, the deputy provost, and some associate provosts will report directly to you, and you will report directly to the President.

Given your wealth of experience in higher education administration, an important role you will also fill is to support, mentor, and coach the executive vice president and other academic and non-academic administrators.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me on or before the close of business on Friday, June 3, 2022. Please note that all appointments to the staff of Missouri State University must be formally approved by the Board of Governors.

I can honestly think of no one better suited for the role of interim provost. I know that you will make an outstanding addition to our administrative team, and I am thrilled at the prospect of working with you.

Yours very truly,



Clifton M. Smart, III
President

cc: Office of Human Resources

I wish to be recommended for appointment as interim provost of Missouri State University on the terms set forth in this letter.



6/2/2022
Date

VI.A.1.

RECOMMENDED ACTION – Approval of the 2022-2027 Long Range Plan for the West Plains campus of Missouri State University.

The following resolution was moved by _____
and seconded by _____:

WHEREAS, the West Plains campus of Missouri State University regularly engages in a long-range planning process; and

WHEREAS, last year the Missouri State University Board of Governors approved a Strategic Enrollment Management plan for Missouri State-West Plains; and

WHEREAS, the West Plains campus formed a Long Range Plan steering committee with broad representation from academic and non-academic units throughout campus to develop the plan; and

WHEREAS, the steering committee solicited input from internal and external audiences through stakeholder meetings, town hall meetings, and comments solicited through internal communications; and

WHEREAS, the new Long Range Plan for the West Plains campus of Missouri State University is ready for implementation beginning the fall 2022 semester.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the attached 2022-2027 Long Range Plan be approved and implemented beginning the fall 2022 semester and concluding June 30, 2027 to guide the West Plains campus of Missouri State University for the next five years.

BE IT FURTHER RESOLVED that the Board of Governors authorizes the Chancellor of the West Plains campus to make any necessary adjustments and updates to the details of the plan as it is implemented over the next five years, and report significant changes to the Board of Governors.

VOTE: **AYE**_____

NAY_____

VI.A.2.

RECOMMENDED ACTION – Approval of the 2022-2027 Master Plan for Missouri State University-West Plains.

The following resolution was moved by _____ and seconded by _____.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2022-2027 Master Plan for Missouri State University-West Plains, as presented by Planning, Design and Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

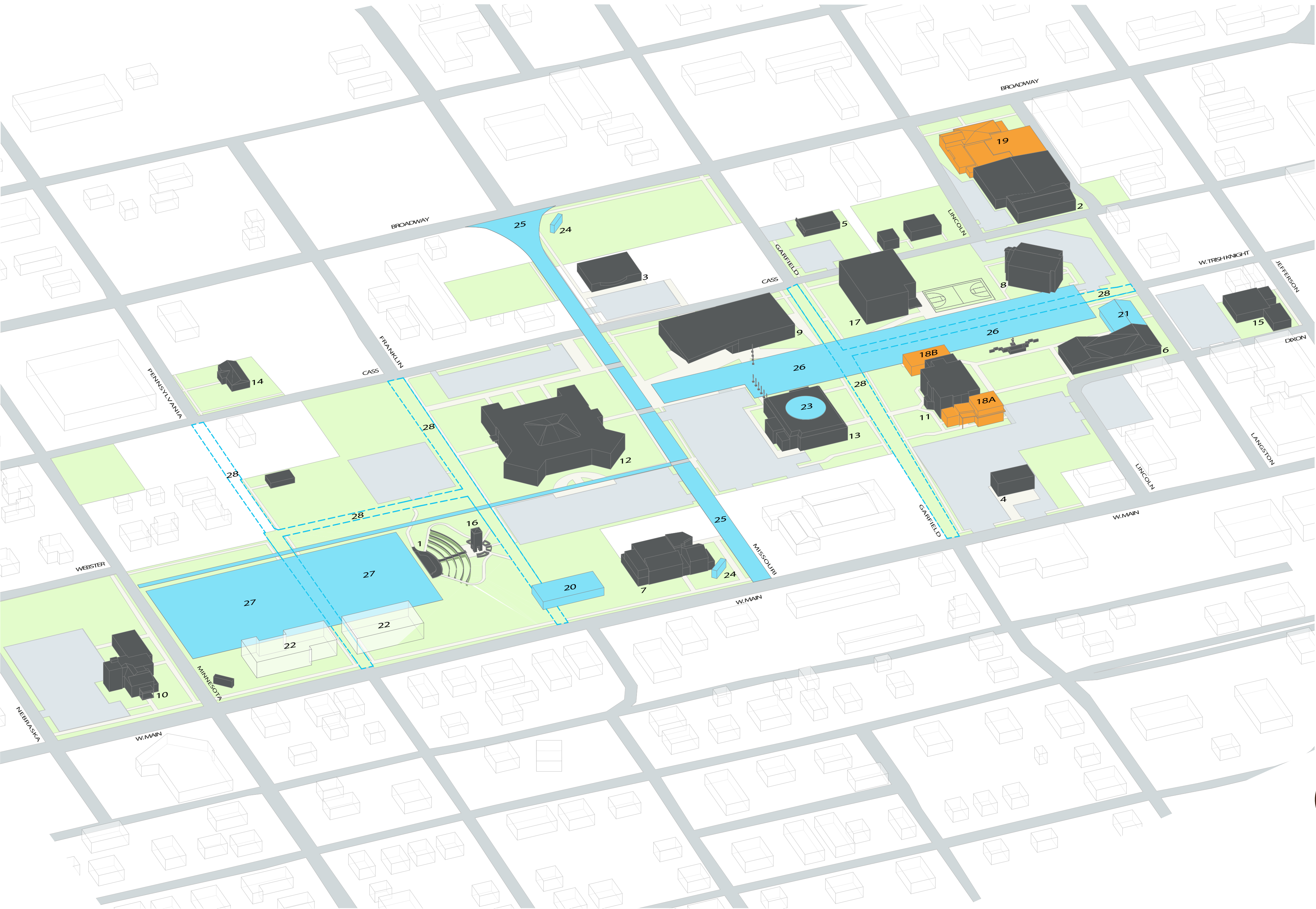
COMMENTS:

The 2022-2027 Master Plan for Missouri State University-West Plains documents realistic projects that have the potential to be completed in the next five years.

- a. Projects categorized as **Underway** are as follows:
 - i. Looney Hall Lecture Hall Addition
 - ii. Looney Hall Nursing Simulation Lab Renovation & Addition
 - iii. Pace Industrial Science Center

- b. Projects categorized as **Planned** are as follows:
 - i. Autism Center
 - ii. Garnett Library Renovation
 - iii. Main Street Future Building Site
 - iv. Melton Hall Science Lab Renovation
 - v. Monument Signs
 - vi. New Entry / Crosswalks
 - vii. New East Quad
 - viii. New West Quad
 - ix. Street Removals

MASTER PLAN
2022 - 2027



WEST PLAINS CAMPUS

Prepared by Planning, Design & Construction

Existing University Facilities	Projects categorized as Underway are as follows:	Projects categorized as Planned are as follows:
1. - Amphitheater 2. - Broadway Building 3. - Cass Hall 4. - Drago Hall 5. - Garfield Hall 6. - Garnett Library 7. - Gohn Hall 8. - Grizzly House 9. - Hass-Darr Hall 10. - Kellett Hall 11. - Looney Hall 12. - Lybyer Enhanced Technology Center 13. - Melton Hall 14. - Pennsylvania House 15. - Putnam Hall 16. - Smith-London Centennial Bell Tower 17. - Student Recreation Center	18A. - Looney Hall Lecture Hall Addition 18B. - Nursing Simulation Lab Renovation & Addition 19. - Pace Industrial Science Center	20. - Autism Center 21. - Garnett Library Renovation 22. - Main Street Future Building Site 23. - Melton Hall Science Lab Renovation 24. - Monument Signs 25. - New Entry / Crosswalks 26. - New East Quad 27. - New West Quad 28. - Street Removals
Parking Lots	Missouri State University West Plains Property	Street Removal

VII.A.1.

RECOMMENDED ACTION – Faculty Handbook Proposed Revisions, Handbook Sections 3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2

The following resolution was moved by _____ and seconded by _____.

WHEREAS, the Provost, the Faculty Senate, the Faculty Handbook Revision Committee, and the General Counsel believe Sections **3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2** of the Faculty Handbook should be revised; and

WHEREAS, the proposed changes will provide additional clarifications as outlined in the attached as Exhibits A through E;

NOW, THEREFORE, BE IT RESOLVED that Sections **3.11; 3.3.3; 3.5.2; 3.5.11 and; 4.8.2.2** which are attached as Exhibits A through E be approved as submitted.

VOTE: **AYE** _____

NAY _____

EXECUTIVE SUMMARY:

Format explanation: Strikeouts indicate language being removed. Text that is bold and underlined indicate a change and/or addition.

- **EXHIBIT A:** Revision to Section 3.1.1 Graduate Faculty

Members of the graduate faculty shall be competent in graduate instruction and the direction of ~~Research~~ **research** (as defined broadly in Section 4.2) clinical or applied practice appropriate to the University's graduate program mission and to the educational goals of a particular graduate program. They shall be engaged in ~~Research-clinical~~ **research** or applied practice appropriate to the faculty member's academic discipline. Normally, the graduate faculty is composed of individuals who hold academic rank of Assistant Professor or higher in departments or programs that offer graduate degree programs or ~~supporting graduate courses through the Graduate College~~ **who support graduate students in other formal ways**. Faculty members without earned terminal degrees, but who are widely recognized as leaders in their academic disciplines, may be elected to be graduate faculty upon approval by the Graduate Council. ~~The number of graduate faculty in this category is limited; at no time shall it be greater than a number equal to 15 percent of the total graduate faculty.~~

Each graduate faculty member must meet specified criteria to receive graduate faculty status as set forth by the Graduate Council. All departments must have current criteria for graduate faculty status and may require faculty within their department to meet criteria that are in addition to the criteria set by the Graduate Council. Departmental criteria must be approved by the Graduate Council and shall be on file with the Graduate College.

Graduate Faculty status ~~will be~~ is of two kinds, Research and Professional. Specifically, Research Graduate faculty ~~designated to direct graduate student research projects~~ must have a terminal degree in the discipline and a minimum of three scholarly publications (or equivalent) in hand. For faculty whose research is in the visual and performing arts and who are designated to direct graduate/artistic/performance projects the publication requirement may be satisfied in whole or in part by an established record of reviewed exhibition or performance (art shows, concerts, theatre productions, etc.). Professional Graduate faculty status ~~will be available~~ **is** for individuals ~~who do not meet all requirements for Research Graduate status, but~~ whose professional training and/or experience is appropriate for graduate-level education. Clinical faculty ~~(or faculty who are hired because of their expertise in an applied area) needed to direct the clinical or applied training of graduate students~~ must possess a graduate/professional degree in a relevant discipline, have professional certification (if any), and must have at least two years of relevant experience. Other Professional Graduate faculty members must have requisite expertise (normally based on career experience) to fill needs of graduate programs. **In order to be granted Professional Graduate faculty status, individuals must possess a graduate/professional degree in a relevant discipline, have at least two years of relevant experience, and have professional certification (if any) or other requisite experience to fill needs of graduate programs.**

Potential members of the graduate faculty ~~are to~~ **must be** supported by a majority of ~~the~~ graduate faculty in their department and approved by their Department Head and Dean before being presented to the Graduate Council for approval. Recommendations for all faculty in all areas **graduate faculty**

status must gain the majority vote of approval by the Graduate Council Membership Committee and be accepted by the Graduate Council by a three-fourths majority vote.

~~Faculty not meeting the full requirements for graduate faculty status can be given probationary status for two years that can be renewed for an additional two years, following the same process as described above. Under certain circumstances, an individual who has not been elected to the graduate faculty may be authorized by the College Dean to teach a specific 700-level or higher course if that individual's training and/or experience warrants.~~

Upon receiving graduate faculty status, faculty members are eligible to **(a)** teach 700-level and above courses, **(b)** to serve as graduate program **directors or coordinators**, and research advisers, **(c)** ~~to serve as~~ and research advisers **and on research committees**, ~~to serve on graduate faculty committees and graduate program advisory committees~~, **(d)** serve as general graduate **academic** advisers, and **(e)** ~~serve on graduate faculty committees and graduate program advisory committees~~. **Faculty with Graduate Faculty status are eligible** to elect **department colleagues** members to the Graduate Council, ~~to serve on the Graduate Council~~, and ~~to vote to approve or challenge actions of the Graduate Council~~. Only **members with Research Graduate Faculty status** Research Graduate faculty may serve as chairs of thesis committees ~~or similar committees that evaluate final graduate projects~~. **Under certain circumstances, an individual who has not been elected to the graduate faculty may be temporarily authorized by the Dean of the Graduate College to teach a specific 700-level or higher course if that individual's training and/or experience warrants.** Graduate faculty members shall receive reassigned teaching loads for graduate program advisement, research advisement, or thesis supervision.

The term of appointment to the graduate faculty is normally for an indefinite period. However, a member of the graduate faculty may be removed by a three-fourths majority vote of the Graduate Council following such recommendation by the Department, supported by a three-fourths majority vote by the Department's other graduate faculty.

Faculty not meeting the full requirements for graduate faculty status can be given probationary status for two years that can be renewed for an additional two years, following the same process as described above. Other than term of appointment, faculty holding probationary status have the same privileges as those granted for permanent status.

- **EXHIBIT B:** Revision to section 3.3.3 Professor

Definition: Professors are recognized leaders who have a cumulative record of Teaching, Research, and Service appropriate to the discipline.

Basis of Appointment: (1) Promotion from the Associate Professor rank or (2) terminal degree and a minimum of five years of experience equivalent to academic service to Missouri State University in the rank of Associate Professor.

Tenure: Professors normally will be hired with tenure. A Professor who is hired without tenure is minimally eligible to hold tenure following one year of academic service to Missouri State University. The tenure decision will occur at the latest during the second year of probationary status.

Policy in Effect for Promotion: Professors with extraordinary accomplishments may apply for promotion to Distinguished Professor. To be eligible for Distinguished Professor rank an individual must have held Professor rank for a minimum of five years, with at least three years in the rank at Missouri State University; have a record of extraordinary performance in Research with a national or international reputation; and have a sustained record of excellence in both Teaching and Service. **Professors applying for promotion to Distinguished Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their promotion to Professor which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT C:** Revision to section 3.5.2 Senior Instructor

An Instructor who has demonstrated excellence in Teaching and Service at Missouri State University for at least five years (not necessarily consecutive) may be appointed as a Senior Instructor. Senior Instructors are expected to provide leadership in teaching, contribute to course and curriculum development and provide appropriate university service. Senior Instructors may participate in Research. A Senior Instructor shall be appointed to a specific term not to exceed three years and may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs and continued funding, the Senior Instructor appointment is renewable without constraint of term limits. A Senior Instructor who is reappointed will be reappointed at that rank. If a Senior Instructor applies for and is appointed to a tenure-track faculty position, the time spent as Senior Instructor at Missouri State University will not count toward the probationary period for tenure and promotion. Senior Instructors on 9-month appointments will receive salary compensation and benefits for 12-months. **Instructors applying for promotion to Senior Instructor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their hiring which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT D:** Revision to section 3.5.11 Clinical Faculty

Clinical Faculty are members of the faculty whose primary responsibilities are clinical education and service. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure-track faculty. Clinical Faculty may participate in research and other scholarly or creative activities. Clinical Faculty must be qualified as defined by professional/discipline standards, have practical experience appropriate for the responsibilities assigned and must maintain appropriate professional credentials. Appointment is to the rank of Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor. Departments desiring to appoint Clinical Faculty shall develop appropriate appointment, promotion and performance review criteria for each rank, which must be approved by the Dean of the College and the Provost. Clinical Faculty may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs of the department, and continued funding. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure track faculty. If a Clinical Faculty member is appointed to a tenure-track faculty position, the time spent as a Clinical Faculty member at Missouri State University will not count toward the probationary period for tenure and promotion. Clinical Faculty members may be appointed to 9-month or 12-month appointments. Clinical Faculty on 9-month contracts will receive

salary compensation and benefits for 12 months. **Clinical Faculty applying for promotion to Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their hiring or previous promotion which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

- **EXHIBIT E:** Revision to section 4.8.2.2 Responsibilities for External Reviews

For tenure track actions, external reviews, based on criteria provided in departmental guidelines, will be solicited by the Department Head to aid each tenure/promotion or promotion decision. External reviewers will normally be selected from comparable institutions; however, individuals whose expertise make them specifically suitable to serve as reviewers may also be selected with approval of the Dean (see the Provost's website for specific qualifications). Departments must, in their policy documents, define the role of the personnel committee in this process: the committee's role may range from formal input on the selection process and approval of the reviewer list to availability for advice and consulting at the request of either the Head or the candidate. Four external reviewers will be identified collaboratively by the faculty member, the Department Head and, to the extent specified in the department's governance documents, the departmental personnel committee. If the faculty member and Head cannot agree on the list of four reviewers, each shall select two. The list of reviewers will be submitted to the Dean who will certify that the selection process has followed guidelines. Reviewers may then be contacted. The Department Head is responsible for obtaining a sufficient number of reviews. The Department Head should contact selected reviewers early in the process to determine if they would be willing to provide reviews; when a timely review appears unlikely, an alternate reviewer should then be identified. Faculty and Department Heads will follow the external review process in accordance with the Evaluation Calendar as published by the Office of the Provost. The absence of review will not be allowed to prejudice the tenure or promotion candidacy of the faculty member. **Subsequently, reviewer statements that are inconsistent with Department Criteria for Tenure and/or Promotion or Reviewer Instructions shall not prejudice the tenure and promotion candidacy.**



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2022 THROUGH MAY**

Missouri State University faculty, staff, and students are involved in research, education, and service projects through the support of governmental, business, and philanthropic entities. This report summarizes key aspects of this activity and highlights awards received in FY 2022 through the month of May.

PROJECT HIGHLIGHTS

- **Robert Pavlowsky**, Director, and **Marc Owen**, Assistant Director of the Ozarks Environmental Water Resource Institute, received **\$10,000** from the **US Forest Service** which is an extension of the Forest Soil Disturbance Monitoring Protocol (FSDMP) project within the Mark Twain National Forest.
- **Cathy Boys**, Associate Dean for Career and Technical Education, received **\$29,950** from the **Missouri Scholarship and Loan Foundation** to provide for a week-long intensive welding training class for up to twenty females who are interested in learning how to weld.
- **Mark Smith**, Dean of the McQueary College of Health and Human Services, received **\$500,000** from the **Burrell, Inc.** to provide financial support to develop and implement an APA Accredited PsyD program

RESULTS

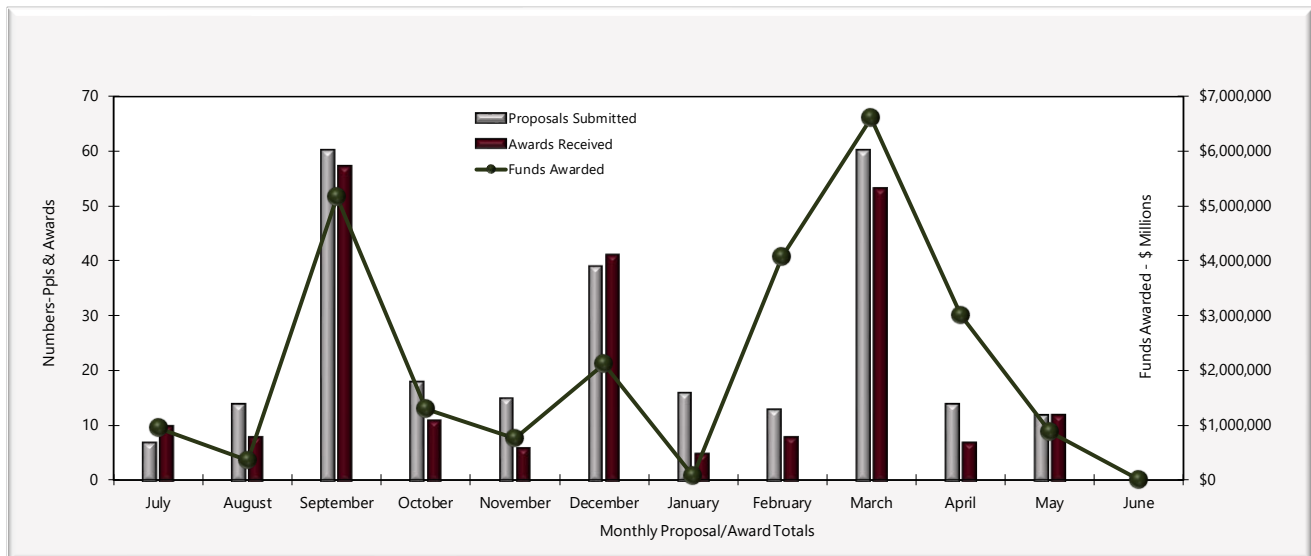
As of the end of May, the University has submitted 268 proposals for support of university-based projects. To date, 218 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$25.2 million. Some of these awards are for projects that extend over more than one year, but the full commitment for funds is allocated to the first year. Additionally, we have received approximately \$2.0 million in CARES Act grants that is not reflected in this report.

Key Indicators	Activity for FY 2022	% Change from FY 2021
Proposals Submitted	268	-7%
Funds Requested	\$89,098,200	27%
Named Investigators	100	-12%
Grants & Contracts Awarded	218	-9%
Funds Awarded	\$25,225,270	-9%

External funding activity so far in FY 2022:

Sponsored Program Activity FY 2022

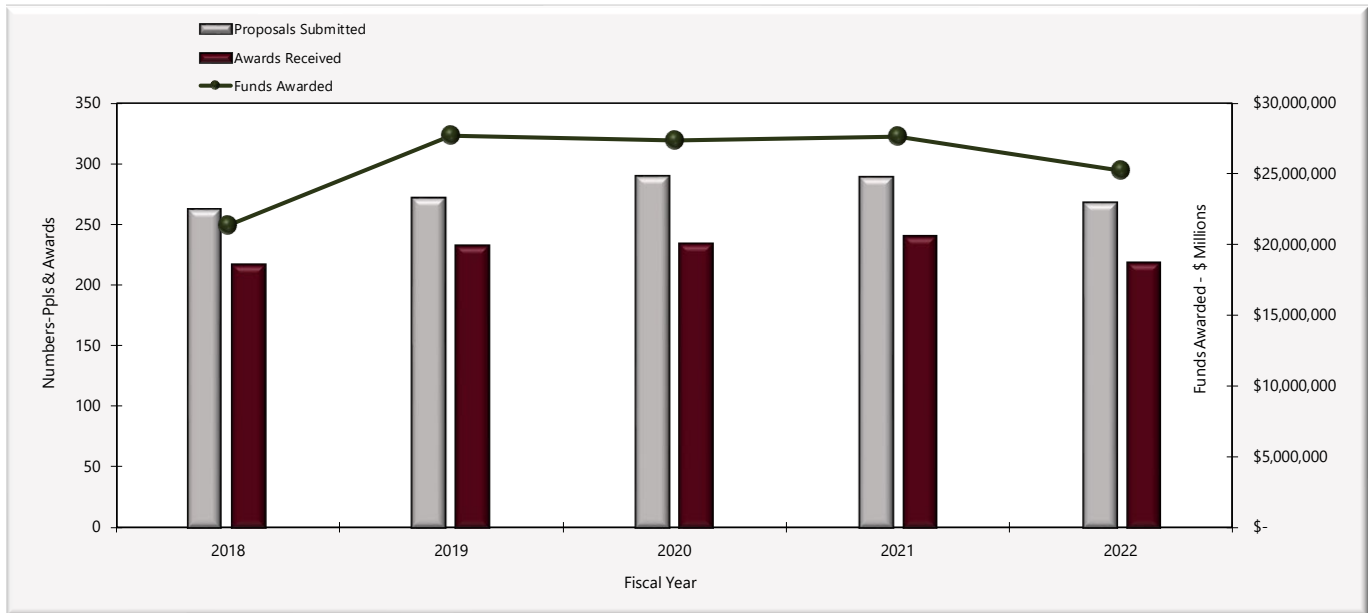
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	7	10	\$940,166
August	14	8	\$349,310
September	60	57	\$5,154,130
October	18	11	\$1,290,645
November	15	6	\$763,640
December	39	41	\$2,108,011
January	16	5	\$76,246
February	13	8	\$4,063,940
March	60	53	\$6,604,825
April	14	7	\$3,005,670
May	12	12	\$868,687
June	0	0	\$0
	268	218	\$25,225,270



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of May (FY 2018 - FY 2022)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Facilities & Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2018	263	47	0	7	39	124	217	\$ 51,772,965	\$ 21,380,845
2019	272	35	1	1	36	159	232	\$ 42,001,699	\$ 27,693,503
2020	290	32	0	3	42	157	234	\$ 50,622,459	\$ 27,369,523
2021	289	41	0	1	38	159	240	\$ 70,173,873	\$ 27,615,260
2022	268	34	1	0	33	149	218	\$ 89,098,200	\$ 25,225,270



Grant and contract activity for FY 2022, through May:

Missouri State University
FY 22 Grant/Contract Activity by Unit

Unit	# Applying		# Awarded		Credit Share*			Actual**		
					Grants / Contracts		Award	Grants / Contracts		Award
	Staff	Faculty	Staff	Faculty	Submit	Awards	\$	Submit	Awards	\$
Administrative Services	5	0	3	0	8	5	\$ 123,624	7	5	\$ 123,624
The William H. Darr College of Agriculture	0	13	0	4	21	11	\$ 147,493	15	10	\$ 147,493
Center for Grapevine Biotechnology	1	1	0	1	3	1	\$ 94,280	2	1	\$ 94,280
Mid-America Viticulture & Enology Center	1	2	0	1	7	3	\$ 43,427	5	3	\$ 43,427
Judith Enyeart Reynolds College of Arts & Letters	0	7	0	7	9	9	\$ 1,042,033	8	8	\$ 1,364,921
Center for Dispute Resolution	0	1	0	1	3	3	\$ 31,520	3	3	\$ 31,520
Center for Writing in College, Career, & Community	0	1	3	1	1	5	\$ 124,100	1	2	\$ 124,100
College of Business	0	1	0	1	1	1	\$ 130,808	1	1	\$ 130,808
Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	18	2	10	39	22	\$ 946,713	28	21	\$ 946,713
Agency for Teaching, Leading and Learning	4	1	0	1	10	6	\$ 2,450,416	7	6	\$ 2,450,416
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
The McQueary College of Health & Human Services	5	13	4	8	27	23	\$ 1,637,129	24	22	\$ 1,637,129
RStats	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	3	0	1	3	1	\$ 95,614	2	1	\$ 95,614
Center for Archaeological Research	0	1	0	1	11	10	\$ 92,749	11	10	\$ 92,749
College of Natural & Applied Sciences	2	50	5	20	94	38	\$ 1,605,070	47	30	\$ 2,190,288
Bull Shoals Field Station	0	1	0	1	2	2	\$ 17,846	2	2	\$ 17,846
Center for Resource Planning & Management	1	0	0	1	4	3	\$ 569,610	4	3	\$ 27,910
Ozark Environmental Water Research Institute	2	1	1	1	20	17	\$ 402,766	11	8	\$ 359,248
Diversity & Inclusion	1	0	0	0	1	0	\$ -	1	0	\$ -
Graduate College	0	0	0	0	0	0	\$ -	0	0	\$ -
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	0	0	1	0	0	1	\$ 7,484	0	1	\$ 7,484
President	0	0	0	0	0	0	\$ -	0	0	\$ -
Provost	5	4	3	4	14	11	\$ 652,046	10	10	\$ 655,346
Center for Community Engagement	1	0	1	0	4	4	\$ 221,859	2	2	\$ 57,115
Ozarks Public Health Institute	0	1	0	1	4	4	\$ 2,380,163	4	4	\$ 2,380,163
Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 271,584	8	8	\$ 271,584
Community & Global Partnerships	6	0	4	0	20	19	\$ 1,060,329	19	18	\$ 898,885
Center for Applied Science & Engineering	1	0	3	0	4	7	\$ 8,115,728	4	6	\$ 8,115,728
Center for Biomedical & Life Sciences	0	1	0	1	3	3	\$ 18,724	3	3	\$ 18,724
International Leadership & Training Center	1	0	1	0	3	3	\$ 110,950	3	3	\$ 110,950
Jordan Valley Innovation Center	1	0	1	0	11	10	\$ 794,107	11	10	\$ 794,107
Small Business Development Center	2	0	2	0	7	9	\$ 855,953	7	8	\$ 855,953
Student Affairs	4	0	2	0	4	3	\$ 590,858	2	3	\$ 590,858
West Plains	5	2	3	1	17	6	\$ 590,287	16	6	\$ 590,287
TOTAL	52	122	40	67	363	248	\$ 25,225,270	268	218	\$ 25,225,270

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

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

REPORT TO BOARD OF GOVERNORS by ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER Board of Governors Meeting Friday, June 24, 2022

Division for Diversity & Inclusion (DDI) Events and Collaborative Initiatives:

Missionary Baptist State Convention of Missouri (MBSCM) Luncheon: On May 23, 2022, MSU and the MBSCM signed a MOU establishing two (2) scholarships for students from MBSCM affiliated faith-based institutions. University President Smart, MBSCM President, Dr. Linden Bowie, signed the MOU in the Office of the President on campus.

Bear Bridge Faculty Mentoring Program: Dr. Judith Martinez, Provost Fellow for Diversity/DDEI Director of Special Programming, continues expansion and development of Bear Bridge program in collaboration with Office of the Provost, Dr. Juan Meraz and faculty participants as mentees and mentors. The program meets monthly to strengthen community connectivity, networking and to discuss topics contributing to a positive academic experience. During April a luncheon was featured on “Building Positive Faculty Relationship’ and panelists included Dr. Shawn Wahl, Dr. Tayo Obafemi, Dr. Martinez and Dr. Juan Meraz. On April 29, 2022, the monthly meeting featured Dr. Tim Daugherty speaking on topic: Adaptive Thoughts: Co-Authors of my success.”

On May 11, the Bear Bridge Recognition Luncheon held in the PSU and was the last gathering of the 2022 Spring semester for mentors and mentees who were acknowledged for their achievements/accomplishments and making tenure during the academic year.

Student African American Brotherhood/Brother2Brother (SAAB):

VISION: SAAB is recognized as a national leadership movement established to set the standard for academic excellence through leadership, mentoring, advocacy, and action for underrepresented, under-resourced and historically included young men of color. SAAB removes educational/academic barriers thereby ensuring increasing number of Black, Latino, first generation and Pell-Grant eligible men graduate from college. SAAB empowers graduates to set a higher standard of achievement by fostering a spirit to care about themselves and others resulting in manifestation of its motto ***“I am my Brothers’ Keeper, and Together We Will Rise...Saving Lives and Salvaging Dreams!”*** of all participants.

SAAB continues development of Ambassadors Council with local leaders in education, business, corporate, public, and non-profit sectors. Missouri State University, Evangel University, and Ozarks Technical Community College established chapters on their respective campuses. SAAB MO-State is developing new website for its chapter. SAAB chapters have been started at Central, Glendale, Hillcrest, Parkview, and Kickapoo high schools.

The SAAB City-Wide Awards Reception was held on April 26, 2022, at Central High School acknowledging SAAB student achievement, graduating seniors as well as community sponsors.

CDO, SAAB CEO Dr. Tyrone Bledsoe, Dr. Ryan Reed, and Assistant to the President Ryan DeBoef met with College Bound CEO Scott Baier at CB Offices in St. Louis to discuss potential collaborative support for underrepresented male students. CDO and MSU reps attended the College Bound Cap and Gown Gala event on Saturday, June 11th at the Four Seasons Hotel in St. Louis.

Staff Diversity Composition Initiative (SDCI)--Program administered in Division for Diversity & Inclusion by Chief Diversity Officer with Council. See https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm

Faculty Diversity Composition Initiative (FDCI)—Program administered through DDI and Office of Provost to increase diverse faculty at the university. https://www.missouristate.edu/policy/Op1_02_9_Faculty_Diversity_Composition_Initiative.htm

Division for Diversity Equity & Inclusion Fellow: Dr. Wafaa Kaf, a professor in the department of communication sciences and disorders serves as the diversity fellow to the division. Dr. Kaf is developing and implementing a “Young Leaders in a Global Perspectives” program for Fall 2022 to increase and enhance academic support for, and cultural awareness of international and domestic students.

Student Enrollment Management (SEM):

CDO participating as member of SEM Steering Committee and AVPDI, Juan Meraz participating as member of SEM Outreach and Recruitment Committee. Next SEM meeting is Tuesday, October 5, 2022, via Zoom.

United Academy for Inclusion and Belonging- Assistant Vice President for Diversity & Inclusion (AVPDI) Dr. Juan Meraz continuing professional DEI program for United Way of the Ozarks member non-profit organizations.

Facing Racism Institute (FRI) – Dr. Leslie Anderson and Dr. Lyle Foster facilitate FR training in partnership with DDI and at the annual Collaborative Diversity Conference (CDC) each academic year. The one-day virtual FRI session was held on April 20, 2022, during the 2022 Virtual CDC.

Giving Voice:

Student theatrical organization sponsored by a collaboration that includes the Office of the President, DDI, and the Dept. of Dance & Theatre the College of Arts and Letters represents the challenges of underrepresented group students, employees and faculty. Auditions being held currently. <https://givingvoice.missouristate.edu/>

Diversity Lunch & Learn for Faculty and staff:

Faculty and staff attend forums on specific topics related to the university setting. Shared ideas among participants designed for faculty and staff participants. Co-hosted by Dr. Judith Martinez, DDI Diversity Fellow and Dr. Lyle Q. Foster.

Mini-Diversity Workshops:

Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Judith Martinez, DDI Diversity Fellow conducts DEI workshop sessions.

Tough Talks:

Fall semester sessions facilitated by Dr. Lyle Q. Foster and Spring semester sessions being planned.

Education Preparation Provider (EPP) Committee on Diversity:

CDO and AVPDI attend monthly meetings of EPP Committee Chaired by Dr. Dennis Rudnick. The College of Education Diversity & Inclusion Task Force and the Educator Preparation Provider Council on Diversity Committee (EPPC Diversity Committee) are collaborating to develop host of professional development opportunities for faculty and students to engage about and across differences in classrooms, schools, and communities. Efforts align with MSU 5-year LRP especially Inclusive Excellence.

Provost's Diversity Council:

AVPDI and Dr. Judith Martinez participating in meetings with the Provost's Diversity Council to address DEI issues. The Provost, Office of Institutional Equity & Compliance (OIEC) are making recommendations for equitable recruitment practices for faculty and staff.

CDO meeting at Glass Hall with Deputy Provost Chris Craig, and faculty members to discuss approaches to integrating DEI into the college tenure and promotion (T&P) process as well as in the T & P departmental documents.

Diversity 101 for Supervisors:

The DDI and HR department professional development collaboration designed for supervisors was facilitated by AVP for DDI, Dr. Juan Meraz. Subject matter includes, ensuring workforce is culturally conscious/competent; values diversity; Managing and motivating multicultural workforce; skills for building trust and cross-cultural communication; valuing differing perspectives/experiences; Promoting staff participation in developing opportunities improving cultural competencies.

Cultural Consciousness in the Workplace:

DDI and HR department collaboration designed to provide members of MSU workforce awareness, knowledge, and skills necessary to understand culturally relevant topics,

inclusive excellence and sustaining a welcoming workplace environment that values the inclusion of diversity. AVPDDI facilitates training.

Cultural Consciousness in the Community Workplace-Workforce Diversity:

Designed to provide members of MSU community awareness and knowledge for understanding culturally relevant topics and how to work to promote an inclusive and welcoming work environment that values the inclusion of all. Facilitated by AVPDDI Dr. Juan Meraz.

President Councils on Diversity:

- **President's Community Diversity Council**—Met in April 2022 prior to Collaborative Diversity Conference and updates shared re programming and initiatives.
- **President's Student Diversity Council**—Meeting held in April 2022 with students addressing Multicultural Resource Center staffing issues. President Smart, CDO and AVP Multicultural Student Services addressed questions re: DEI efforts.
- **President's Faculty and Staff Diversity Council**- Conceptual planning with DDI and HR Department being considered with expected implementation in Fall 2022 semester.

Mentoring for Academic Success (MAS) [formerly Scholar2Scholar Program]:

S2S was restructured and renamed Mentoring for Academic Success (MAS) program. MAS program is a campus-wide professional initiative for students from all majors that have been awarded work-study funds and have an interest in helping faculty as a research assistant. Dr. Judith Martinez, DDI Diversity Fellow, facilitates MAS administration. <https://diversity.missouristate.edu/Scholar2Scholar.htm>

Globally Responsive Education and Teaching (GREAT):

AVPDI, Dr. Wafaa Kaf (Diversity Fellow) and Dr. Judith Martinez participate in planning meeting for the April 2022 Great Conference.

Student Diversity Leadership Training on Racial Equity Program:

DDI and Division of Student Affairs Multicultural Student Services developed D & I student leaders' model for student organizations utilizing student peer trainers held during the Fall semester. The Institutional Racial Equity Initiative Grant (\$20k) from Missouri Scholarship and Loan Foundation was utilized to develop curricula for student leaders. Grant intended to promote higher education institutions working to implement equity-minded strategies designed to advance racial equity and increase degree completion for students of color.

Postsecondary Equity Network (PEN)- is a statewide coalition advancing access to higher education for underrepresented and under resourced students. MSU team: Dr. Dee Siscoe, Rob Hornberger, Heather King, Dr. Ryan Reed, Dr. Kim Martin, Dr. Michele Smith, Dr. Kelly Wood, and Dr. Juan Meraz. PEN institutions are Fontbonne, Harris-

Stowe, Maryville, Missouri State University, University of Missouri, SEMO, SLU, STL CC, UCM, UMKC, UMSL, and Webster University.

Missouri Commission on Racial Equity and Fairness (CREF)- CDO continues to serve as member of Commission tasked with “examining and reviewing current practices and recommending measures to ensure fairness, impartiality, equal access and full participation for racial and ethnic minorities in the judicial process and in the practice of law.” Meetings continued this semester.

Missouri Bar Special Committee on Lawyers of Color in the Profession- CDO continued serving as member of committee of legal and judicial professionals charged with presenting recommendations to the Missouri Bar to increase diversity and inclusion in the state bar.

Multicultural Business Association (MBA):

MBA facilitates increased services to broader MBE/WBE/DBE/Disabled/Vets entrepreneurs. MBA is local non-profit corporation collaborating with DEDI in promoting networking, capacity building and advocacy for MBE/WBE/DBE and emerging businesses. MBA, MSU and the Greater Springfield Area Chamber of Commerce engage in collaborative efforts promoting the value of the inclusion of historically underrepresented businesses in our regional public, business, and corporate sectors.

Public Entities Diversity Workgroup Initiative:

Collaboration among regional public entities to promote diverse contracting, procurement, consulting, and employment opportunities. Co-chaired by City Utilities and City of Springfield reps. Performance Measures and Subcommittee on Diversity co-chaired by MSU AVPDDI Dr. Juan Meraz and the Outreach, Recruitment and Retention co-chaired by MSU HR Director Scott Scobee.

Last meeting held 6/8/2022 where discussion regarding updates to Mayor’s Initiative on Equity & Equality and Strategic Plan Goals #1 And #2.

Missouri Diversity Officers in Higher Education (MODOHE): Statewide diversity officers in higher education continuing re-organizational process.

Missouri Developmental Disabilities Council (MODDC) African American School to Prison Pipeline Coalition:

CDO participated in statewide coalition meetings representatives from Springfield Public School District, Missouri State University, Prosper Springfield, Courageous Family Counseling Group, West County Community Action Council, Boone County Resources. A 2-year grant funded project for collection and analysis of data that promotes systemic change and capacity building regarding the “school to prison pipeline” issues associated with African American students diagnosed with intellectual and developmental disabilities to promote equal access to services and quality educational opportunities.

Springfield Greene County Heritage Trail Advisory Council:

Researched by MSU professors Dr. Lyle Q. Foster and Dr. Tim Knapp. Local advisory council created by City of Springfield, DDI, NAACP, and John Oke-Thomas and Associates. Fund raising for Trail markers delineating the history of African American citizens in the Springfield region continues. Numerous requests for guided tours of trail received and tours conducted by Dr. Foster & community leaders.

Diversity Executive Leadership Academy (DELA):

AVPDI participated in Board meeting and DDI staff being engaged in certified diversity professional sessions.

Waynesville School District Leadership Team Diversity Training on Diversity Dialogues:

On-going professional development with teachers and staff and diversity dialogues with students facilitated by Dr. Juan Meraz.

Missouri Higher Education Equity Project- MSU participates as member of statewide efforts to address equitable educational opportunities for underrepresented populations. The Missouri Department of Higher Ed & Workforce Development established Equity Project to increase post-secondary attainment of underrepresented students statewide.

Springfield Business Journal (SBJ): SBJ op-ed by CDO H. Wes Pratt published in June1, 2022 edition, entitled, "You've hired a chief diversity officer-now what?"

Vicki and John Palmer (EDP Enterprises) Luncheon Meeting: CDO, AVPDDI Meraz & community leaders met with Vicki & John Palmer, and Alexandria Roman, who established partnership with Color Art Palette, Inc., to form a certified Minority and Women-Owned Business Enterprise (M/WBE), Scott Rice Springfield LLC. President Alex Roman heads the only minority-owned Steelcase dealership in the Missouri market.

CDO meeting with Springfield City Councilmember A. McGull, OCR Holdings, Inc. (Guaranty Bank), J. Williams, O'Reilly Automotive CDO, and AVP, Diversity Officer Ms. Kate Hightshoe, CDP, to discuss collaborative DEI efforts in Springfield region with MSU and local business, corporate and public sector partners.

Submitted by:

H. Wes Pratt, J.D.

Assistant to the President/Chief Diversity Officer

June 13, 2022

Student Affairs Report
Missouri State University Board of Governors
June 23, 2022

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

Magers Health and Wellness Center:

We have hired a new Director of **Magers Health and Wellness Center** and a new Medical Coordinator:

- 📌 **Sara Nimmo** will begin on July 25th as the next Director of Magers Health and Wellness Center. Sara is currently the Interim Director of the Abrons Student Health Center at the University of North Carolina Wilmington. Ms. Nimmo has been working in student health for over 16 years. She has also spent many years in student health care at Southern Illinois University in Carbondale in both Assistant and Associate Director positions. She served in the 48th Lightning Brigade, Georgia Army National Guard where she was a First Sergeant in Operation Enduring Freedom, Camp Liberty, Iraq. Sara has a bachelor's degree from the University of Illinois and an MBA from Southern Illinois University.
- 📌 **Dr. Robert Scott** has agreed to serve as the Medical Coordinator of Magers Health and Wellness Center for the next year. He will begin these duties starting July 1st. Dr. Scott currently serves as a physician in the center and has been part of the team since 2009. Prior to joining the MSU team, Dr. Scott worked in private practice at the Diagnostic Clinic at Cox Hospital, at the Springer Clinic in Tulsa, and the Springfield Clinic of Internal Medicine at St. Johns. He completed medical school and his internal medicine residency at the University of Missouri in Columbia.

Residence Life, Housing and Dining Services:

- 📌 **Residence Life** is currently up in returning student contracts for 2022-23 by 110 (12.11%).
- 📌 The Wells House & Woods House concrete ledge projects are well underway and making good progress.
- 📌 COVID housing continues to be available as needed.
- 📌 Dr. Denise Baumann was selected for Spring 2022 Bear POWER Outstanding MSU Staff Advocate.
- 📌 **Residence Halls/Apartments** successfully opened for summer housing with 150 students.

Enrollment Services:

- 📌 Summer beginning of semester was 8,339, down 125 (1.5%) from summer 2021. We were up slightly (0.7%) in new students and down (1.8%) in continuing students. Official census summer enrollment will be based on end of the day Thursday, June 23.
- 📌 A new Be a Bear (BaB) Scholarship was developed through one-time restricted Foundation funds that gives Admissions and Financial some discretion in financial leveraging in situations that, with a small one-time scholarship offer, might help students commit to enrolling. Since instituted this in May, 57 BaB awards have been accepted, 16 of these are FTNIC and 41 are Transfer students.

Multicultural Services:

- 📌 **Multicultural Programs** will table at the Springfield Juneteenth Celebration on Saturday, June 18th. Other offices have been invited to participate and/or share resources for the table.

- 📌 The newly revamped **Missouri Association for Blacks in Higher Education (MABHE)**: MSU has 6 members--3 staff and 3 students. The staff include, Dr. Rabekah Stewart, Mr. Wes Pratt, and Ms. Shy Wells (Assist. Dir. Multicultural Programs/LGBTQ+ Resources)
- 📌 Alysia (Shy) Wells (she/they): Started June 6th as the new Assistant Director for **Multicultural Programs**. She is a recent MSU Alum and Springfield born/raised.
- 📌 July 1, 2022, the **Disability Resource Center** will transition to Compliance under the direction of Rachael Dockery. Structural change that will hopefully increase the efficiency and efficacy of our accommodations and support services for students with disabilities.
- 📌 **Inclusive Excellence**: 177 new awards were offered for incoming freshmen class; to-date 100 students have accepted. Financial Aid is still working thru the renewals for returning students.
- 📌 **Access Programs** added 3 new scholarship programs in FY21-22
 - KIPP Kansas City
 - Springfield Public Schools Future Educators
 - Missionary Baptist State Convention of Missouri
- 📌 **Bears LEAD** served 146 students in Spring semester
 - 12 students graduated
 - 47 Dean's List
 - Average CUM GPA 3.05

University Bookstore:

- 📌 **The Bookstore** held the spring showcase on Saturday, April 30. They sold over 300 clothing and souvenir items to our guests for the day, totaling about \$7,000 in sales!
- 📌 **The Bookstore** sent our graduates off with a final 20% discount on BearWear, souvenirs and grad frames on commencement day. In the bookstore we sold \$11,000 worth of product, and at the Team Store in the Great Southern Bank Arena, sold an additional \$7,000. Was a great day for the stores, as well as our new Missouri State Alumni and their families!
- 📌 **The Bookstore** successfully closed the doors on our Clinique counter inside the bookstore. We held sale events throughout the Spring semester in which we sold close to \$12,000 in product and ended the program with under \$2,500 in retail price product on hand. We are finalizing details to close the location and plan to repurpose the Clinique counter inside the bookstore for future merchandising of Missouri State products.

Campus Recreation:

- 📌 **Campus Recreation** officially kicked off Camp Claw. This is a youth summer camp program located in the Foster Recreation Center. Dates from June 6-August 5th. Camp Claw believes in teaching and developing lifelong wellness habits. Outcomes are focused on friendships, self-esteem, self-confidence, and recreation.
- 📌 The **Foster Recreation Center** will begin demolition of the free weight floor on July 14th. New floor installation is set to take two weeks. During that time frame, equipment will be repurposed upstairs or taken offline. The improvements made to the area will increase safety to our patrons.
- 📌 **Campus Recreation** became the first Missouri State partner to develop a summer work program in conjunction with Developmental Center of the Ozarks. This program is an 8-week vocational rehab assignment that provides high school students work experience and transferable skills to apply outside the classroom.

Plaster Student Union:

- 📌 **Esports** construction is complete. Twelve PCs have been added to support the esports club and work to grow the club into a varsity level team aiding in recruitment and retention.
- 📌 **Fraternity and Sorority Life (FSL)** Programming report has been completed. Across the councils and chapters,

- 14,164 service hours were completed in the spring semester
- \$52,119 dollars were donated
- All FSL GPA was 3.19
- 241 members obtained a 4.0 GPA

Dean of Students:

- A total of 514 cases were opened for the 2021-2022 year for the **Behavioral Intervention Team**.
- The **Counseling Center** has hired four new Graduate Assistants for the Summer 2022 semester: Laura Foster (Counseling); Morgan Maleare (Social Work); Emilia Stauffer (Social Work); and Rachel Thomas (Counseling).
- During the Spring 2022 semester, the **Counseling Center** served the highest number of individual students on record, providing a total of 672 individual students with 2,615 appointments.
- First **SOAR-Student Orientation, Advising and Registration** session was June 6th and it was a successful transition back to a 2 day schedule – the SOAR team received positive feedback from both family members and students.
- **Code of Student Rights and Responsibilities** review
 - Reviewed by Code Review Committee
 - Sent to Administrative Council for approval
 - Sent to Board of Governors for approval
- **Student Conduct** collaborated with Fraternity and Sorority Life on the transition of the FSL Governance Statement to the FSL Relationship Statement
- **Student Conduct** financially supported and created educational content for Woods Hall “Woodstock” Alcohol and Drug Program (April 2022)

Respectfully submitted by,



Dr. Dee Siscoe
Vice President for Student Affairs



End of Year Report to Missouri State University Board of Governors

June 24, 2022

Kathleen Hains, Chair of Staff Senate 2021-2022; KHains@missouristate.edu

General Information

- Bylaws were approved by Administrative Council during their June meeting.
- Next year's Executive Board
 - Chair: Gary Wells
 - Chair-Elect: Will Hader
 - Past Chair: Kathleen Hains
 - Director of Committees: Kelly Schlinder
 - Director of Communications: Gabby Lampe
 - Secretary: Kathleen Hahn
 - Parliamentarian: Phil Bridges

- For the 23 FY, we will have the following numbers for Job Families.

JF1: 12/12

JF3: 6/11

JF2: 10/12

FJ4: 15/15

Activities Committee

Upcoming Activities

- **Staff Appreciation Week:** Attended all events and provided outdoor games for Staff on June 17th.
- **Pineapple Whip:** Happening in July.

Public Affairs Committee

Upcoming Events:

- **Adopt-A-Street:** July 8th at 11:30
- **Fall Book Club:** September 19th. "I'll Scream Later" by Marlee Matlin to tie in with Public Affairs Conference.

XII.A.

RECOMMENDED ACTION – Approval of bids and award of a contract to construct building 6 at Jordan Valley Innovation Center.

The following resolution was moved by _____ and seconded by _____:

BE IT RESOLVED by the Board of Governors for Missouri State University that the low bid of DeWitt & Associates, Inc. in the amount of Four Million One Hundred Thousand and 00/100ths dollars (\$4,100,000.00) for the base bid to construct building 6 at Jordan Valley Innovation Center be accepted, approved, and awarded.

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

Project Budget	
Consultant Fees	\$189,000.00
Construction Costs	\$4,100,000.00
Project Administration	\$99,200.00
Construction Contingency	\$300,000.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$50,000.00
Relocation Costs	\$0.00
Total Project Budget	\$4,738,200.00
Funding Source	
JVIC Building 6 Braider budget	\$4,738,200.00
Total Funding Source	\$4,738,200.00

BE IT FURTHER RESOLVED that this be paid from the JVIC Building 6 Braider budget funded by FY23 MoExcel Funds, anticipated Greene County ARPA Funds, VP Community & Global Partnerships Facilities & Administration Funds, President's Program Enhancement Fund, and Roy Blunt JVIC Rental 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.

VOTE: AYE_____

NAY_____

COMMENTS:

The bids received on this project are as follows:

Contractor	De Witt & Associates, Inc.	Branco Enterprises, Inc.	The Whiting-Turner Contracting Company	Carson-Mitchell, Inc.	Crossland Construction Company, Inc.
Base Bid	\$4,100,000.00	\$4,335,000.00	\$4,432,000.00	\$4,598,000.00	\$4,634,000.00
Alternate No. 1	(\$27,000.00)	(\$21,000.00)	(\$13,960.00)	\$40,600.00	(\$32,000.00)
Alternate No. 2	(\$20,500.00)	(\$5,000.00)	(\$12,000.00)	\$41,251.00	(\$48,000.00)
Alternate No. 3	(\$19,000.00)	(\$17,000.00)	(\$17,000.00)	\$18,000.00	(\$17,000.00)
Alternate No. 4	(\$7,900.00)	(\$5,000.00)	(\$4,000.00)	\$6,400.00	(\$11,000.00)
Unit Price No. 1:	\$35.00	\$27.00	\$50.00	\$35.00	\$45.00
Unit Price No. 2:	\$40.00	\$336.00	\$55.00	\$40.00	\$66.00
Unit Price No. 3:	\$35.00	\$28.00	\$20.00	\$30.00	\$67.00
Unit Price No. 4:	\$40.00	\$6.00	\$16.00	\$35.00	\$67.00
Unit Price No. 5:	\$40.00	\$34.00	\$24.00	\$35.00	\$67.00
Unit Price No. 6:	\$70.00	\$40.00	\$45.00	\$65.00	\$82.50
Unit Price No. 7:	\$55.00	\$34.00	\$45.00	\$48.00	\$67.00
Unit Price No. 8:	\$500.00	\$178.00	\$200.00	\$500.00	\$550.00
Unit Price No. 9:	\$750.00	\$350.00	\$385.00	\$750.00	\$825.00
Unit Price No. 10:	\$90.00	\$49.00	\$57.00	\$80.00	\$88.00
Unit Price No. 11:	\$80.00	\$36.00	\$49.00	\$65.00	\$82.50
Unit Price No. 12:	\$65.00	\$34.00	\$46.00	\$55.00	\$67.00
Unit Price No. 13:	\$0.75	\$1.00	\$5.00	\$0.50	\$1.10
Unit Price No. 14:	\$225.00	\$185.00	\$245.00	\$170.00	\$210.00
Unit Price No. 15:	\$35.00	\$225.00	\$75.00	\$30.00	\$67.00
Unit Price No. 16:	\$2.55	\$2.56	\$5.00	\$4.50	\$11.00
Total (Base Bid Only)	\$4,100,000.00	\$4,335,000.00	\$4,432,000.00	\$4,598,000.00	\$4,634,000.00

This project constructs a new pre-engineered metal building that is approximately 12,000 square feet at the Jordan Valley Innovation Center (JVIC). The building will include a conference room, restrooms, offices, teaching lab, composite site, mezzanine for mechanical/electrical and storage, and support spaces. The commercial-scale braider facility at JVIC will serve the dual purpose of housing the braider system and creating an Advanced Composite Materials (ACMs) learning lab and classroom to meet workforce training needs in ACMs. Work is scheduled to be completed during summer 2023.

Alternate 1 would have removed the work associated in training lab room 104. Alternate 2 would have removed the work associated with the metal building liner panels. Alternate 3 would have removed the work associated with the generator. Alternate 4 would have removed the work associated with the nitrogen tank. These alternates are not being accepted due to client preference.

Unit prices were received during bidding to address potential unforeseen conditions related to additional site work such as unsuitable soil and rock excavation. These will be addressed as needs are identified.

This project will be paid from the JVIC Building 6 Braider budget funded by FY23 MoExcel Funds (\$2,550,000.00), anticipated Greene County ARPA Funds (\$1,450,000.00), VP Community & Global Partnerships Facilities & Administration Funds (\$175,000.00), President's Program Enhancement Fund (\$350,000.00), and Roy Blunt JVIC Rental Fund (\$213,200.00).

The following resolution was moved by _____

and seconded by _____.

BE IT RESOLVED by the Board of Governors for Missouri State University that the Internal Operating Budget for the year ending June 30, 2023, consisting of \$195,327,803 in budgeted operating revenues, \$112,722,092 in budgeted non-operating revenues, \$297,386,033 in budgeted expenses, \$(12,691,707) in budgeted transfers and \$2,925,062 in budgeted non-recurring allocations, which includes a one-time retention payment on December 31, 2022 of \$1,000 for full-time employees employed on or before April 1, 2022 and remaining an active full-time employee through December 1, 2022, be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non- Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non-recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non-recurring allocations)
Springfield Campus							
Operating Fund	\$ 117,654,127	\$ 98,010,803	\$ 207,772,289	\$ (10,816,763)	\$ (2,924,122)	\$ 2,925,062	\$ 940
Total Designated Funds**	19,446,908	3,313,357	22,412,330	(607,812)	(259,877)	-	(259,877)
Total Auxiliary System Fund	52,126,199	3,997,839	53,874,737	(1,027,017)	1,222,284	-	1,222,284
Total Springfield Campus	189,227,234	105,321,999	284,059,356	(12,451,592)	(1,961,715)	2,925,062	963,347
West Plains Campus							
Operating Fund	4,578,398	6,909,943	11,370,693	(30,717)	86,931	-	86,931
Total Designated Funds	-	485,000	705,661	(21,266)	(241,927)	-	(241,927)
Total Auxiliary System Fund	1,522,171	5,150	1,250,323	(188,132)	88,866	-	88,866
Total West Plains Campus	6,100,569	7,400,093	13,326,677	(240,115)	(66,130)	-	(66,130)
Total Budget	\$ 195,327,803	\$ 112,722,092	\$ 297,386,033	\$ (12,691,707)	\$ (2,027,845)	\$ 2,925,062	\$ 897,217

*Budgeted Operating Revenues are net of \$34,871,472 of Scholarships.

Carol Silvey
Chair of the Board

Passed at Meeting of
June 24, 2022

Rowena A. Stone
Secretary

The FY23 Internal Operating Budget does not include the following: operating fund carryforward balances, other enrollment fees and supplemental course fee revenues and associated dedicated expenses; all grant related revenues and associated dedicated expenses including Pell Grants; and any other similar dedicated revenues and expenses for self-supporting ventures.

The FY23 Internal Operating Budget can be found at:
<https://www.missouristate.edu/financialservices/documentsandreports.htm>

XIII.B.

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

		MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for May		Running Totals		
	Year	No.	Amount	No.	Amount	No.	Amount	No.	Amount	Year
Annual Gifts	FY 21	5,921	\$140,389	46	\$354,509	5,967	\$494,898	68,331	\$7,941,506	FY 21
	FY 22	802	\$64,739	54	\$187,304	856	\$252,043	67,062	\$7,784,220	FY 22
Special Campaigns	FY 21	38	\$9,550	12	\$51,725	50	\$61,275	951	\$7,851,646	FY 21
	FY 22	24	\$4,327	10	\$1,555,000	34	\$1,559,327	1,266	\$6,860,286	FY 22
One Time Gifts	FY 21	0	\$0	8	\$758,350	8	\$758,350	103	\$8,688,952	FY 21
	FY 22	0	\$0	13	\$105,000	13	\$105,000	175	\$6,002,633	FY 22
TOTALS	FY 21	5,959	\$149,939	66	\$1,164,584	6,025	\$1,314,523	69,385	\$24,482,104	FY 21
	FY 22	826	\$69,066	77	\$1,847,304	903	\$1,916,370	68,503	\$20,647,139	FY 22

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2021 TO 5/31/2022**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2021 TO 5/31/2022	TOTAL 07/01/2020 TO 5/31/2021
ALUMNI	\$88,206	\$2,508,269	\$1,445,566	\$37,450	\$360,562	\$4,440,053	\$4,237,314
FRIENDS	26,413	3,203,970	814,088	31,896	286,817	\$4,363,184	4,025,587
PARENTS	2,790	108,306	31,532	191	53,150	\$195,969	176,216
FOUNDATIONS	4,325	2,444,656	140,580	0	14,550	\$2,604,111	3,552,068
ORGANIZATIONS	45,642	1,436,448	2,397,440	9,702	4,400	\$3,893,632	5,985,657
BUSINESSES	56,392	2,437,592	229,984	1,460,456	965,766	\$5,150,190	6,505,262
GIFT TOTAL	<u>\$223,768</u>	<u>\$12,139,241</u>	<u>\$5,059,190</u>	<u>\$1,539,695</u>	<u>\$1,685,245</u>	<u>\$20,647,139</u>	<u>\$24,482,104</u>

**Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2020, 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 07/01/2021 TO 5/31/2022	TOTAL 07/01/2020 TO 5/31/2021
DEFERRED GIFTS	0	866,000	4,213,723	0	\$ 5,079,723	\$ 3,358,501

GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$72.8M

	NUMBER OF DONORS 7/1/2021 TO 5/31/2022	NUMBER OF DONORS 7/1/2020 TO 5/31/2021
ALUMNI	5,270	5,785
FRIENDS	10,840	10,613
PARENTS	846	1,141
FOUNDATIONS	49	53
ORGANIZATIONS	282	225
BUSINESSES	780	554
TOTAL	<u>18,067</u>	<u>18,371</u>

XIV.A.

Marketing and Communications Report Missouri State University Board of Governors June 24, 2022

MarCom updates since the May 19, 2022 meeting

The closing of Onward/Upward

The entire team is working hard in support of the Foundation as we near the closing event to be held fall 2022.

Web Strategy and Development (WSD)

Training continues rolling out across the university on the new content management system (CMS) for the university website. The CMS is used by editors across the university to update their department/division sites. This new system is much more robust and easier to use. It also includes a variety of options that will enable WSD to transition away from antiquated “homegrown” features we currently offer on the website. The rollout is progressing well.

Additionally, WSD is implementing strategies and platforms that have the potential to positively impact enrollment for 2022, including a search engine optimization platform (SEO) and a hybrid chat feature for the website. The results of the platforms are positive. Chat has engaged several thousand students and parents for the last several months – many in the late evening hours when staff aren’t available. Additionally, SEO has enabled the website to run more efficiently (important from a Google search perspective) and continues to provide positive results.

Jessica Summers, the director for WSD, resigned from her position in late May. She did a tremendous job in this role over the last 3 years. She instilled a level of flexibility and customer-friendly focus that has transformed the website and its capability to attract prospective students. We wish her well. A nation-wide search is currently in place.

Office of Strategic Communications

The team continues to expand their digital marketing projects. They are working on recruiting campaigns for Admissions, Criminology, Darr College of Agriculture, Hospitality, MCHHS, undergraduate certificates and an overall awareness campaign for the university.

They continue to provide strategic communications and support across campus, along with social media engagement. Mind’s Eye is heating up as we prepare for the publication of the next issue coming Fall 2022.

Sofia Perez, an MSU alum, joined the team as Digital Marketing Coordinator. She arrived with great experience and has hit the ground running.

We said good-bye to Kevin Agee our social media guru who was the voice of Missouri State on our university accounts over the last 7 years. We wish him well and currently have opened a search for his replacement.

Video Marketing

The team continues work on new high-production-value videos for Mind’s Eye.

They are working with several colleges developing informational videos for use on websites, social media, conferences, etc.

Marketing and Communications Report
Missouri State University Board of Governors
June 24, 2022

Creative Services

The team continues to be very busy partnering with Admissions, the Foundation, colleges and departments across campus. They are also working closely with the social media, digital marketing and the web team in developing designs, avatars, etc.

They are finalizing publications for various colleges and the Foundation.

Photographers are currently finalizing photography for Mind's Eye and are catching up following a very busy academic year.

Information Services Written Report for the MSU Board of Governors**Jeff Coiner – Chief Information Officer**

Information Services presented to the Board of Governors at the May 19, 2022 meeting on the Springfield campus. The Simplify IT Initiative was outlined by CIO, Jeff Coiner. This initiative defines the guiding principles for technology investments and implementation at Missouri State. They include a cloud-first strategy, development and retention of our IT professionals, life-cycle funding, using technology to fuel innovation, and improving the experience with technology for students, faculty, and staff. Efforts on reducing the risk for cybersecurity threats and recent technology success stories, including an overview of the new Early Alerts for Successful Intervention (EASI) system developed by MSU IT staff in partnership with Dr. Kelly Wood, were also presented.

The Information Services team is currently working on several other important projects. We have recently agreed to utilize cybersecurity training through an existing partnership we have with MOREnet, the State of Missouri's Internet Service Provider for educational institutions. The cybersecurity training will be rolled out for all staff and faculty to complete and made available for students to participate in as well. We are also discussing how MOREnet can assist Missouri State with cybersecurity assessments and look forward to working with them closely in that regard.

Information Services is also engaging with EAB to discuss how they might facilitate a cybersecurity threat table-top exercise for the University. We hope to partner with them and David Hall's University Safety team in the Fall to make this happen. We have also asked EAB to research what other universities are doing in regard to cybersecurity insurance and report back to us.

The team also recently successfully replaced our Cheek Hall Data Center's Universal Power Supply that was more than 25 years old. The new system provides essential battery power to the data center that protects the equipment prior to the generator starting up in the event of a power outage. This was a major undertaking that took a coordinated effort with the Administrative Services Facilities Team to make it happen with minimal impact to the University's operations.

Other significant projects we have currently underway include exploring options to move our Ellucian Banner Student Information and Financial System to a cloud-based data center. This will improve our ability to prevent and recover from cybersecurity threats and offer new functionality to reduce the staff time required to maintain the system. Also, migrating the My Missouri State portal to the new Ellucian Experience platform and implementation of a new Missouri State mobile app. We are excited about these projects because they put us in a position to advance our technology forward and provide a more modern experience for everyone at Missouri State.

Jeff Coiner, CIO, and Rob Martin, Director of Cybersecurity and Enterprise Systems have plans to attend the Missouri Digital Government Summit which will be held in Jefferson City on June 21. The Summit brings together public sector IT professionals from around the State to share projects, ideas, cybersecurity plans and build relationships with other agencies and institutions. It is a great opportunity to learn more about what our peers are doing with technology.

XVI.A.

RECOMMENDED ACTION – Adoption of 2023 Meeting Schedule of Missouri State University Board of Governors

The following resolution was moved by _____ and seconded by _____.

WHEREAS, the Bylaws of the Board of Governors provide that the Board may establish a regular meeting schedule as it deems appropriate; and

WHEREAS, the Board of Governors has requested a schedule, when possible, of having the Board Committees meet in the afternoon or morning prior to the regular Board meeting.

THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2023.

VOTE: **AYE** _____

NAY _____

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2023 MEETING SCHEDULE**

Date	Time	Location	Notes
Friday, February 17	8:30 a.m.	Springfield	Board Committee meetings held the afternoon before.
Thursday, May 18	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on May 19 in Springfield and May 20 in West Plains.
Friday, June 23	8:30 a.m.	West Plains	Board Committee meetings held the afternoon before.
Thursday and Friday, August 3-4	8/3 – 1:00 p.m. 8/4 – 8:30 a.m.	TBD	Two-day retreat.
Friday, October 20	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Homecoming festivities held over the weekend.
Thursday, December 14	1:00 p.m.	Springfield	Board Committee meetings held earlier in the morning. Commencement ceremonies on December 15.

XVI.B.

RECOMMENDED ACTION – Offer of commendation Briar Douglass for service as Student Governor for Missouri State University.

Whereas, Briar Douglas has served from July 2020 through June 2022, at the appointment of the Governor of the State of Missouri, as Student Governor for Missouri State University; and

Whereas, Briar Douglas has been conscientious and competent in fulfilling the duties of Student Governor as prescribed by the statutes of the State of Missouri; and

Whereas, Briar Douglas has worked effectively and participated actively in Board affairs, thus providing a clear and respected voice for the students of Missouri State University; and

Whereas, Briar Douglas has continually demonstrated his dedication to the University and his fellow students through many leadership and service roles in extracurricular activities; and

Whereas, Briar Douglas has conducted himself in a manner appropriately befitting the student member of the governing board of this University;

Be It Now Resolved, by the Board of Governors for Missouri State University, that we commend Briar Douglas for outstanding service as Student Governor for Missouri State University.

VOTE: AYE _____

 NAY _____

XVII.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

- 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,..."

VOTE: _____ AYE

_____ NAY