



Board of Governors' Meeting
West Plains Civic Center, Magnolia Room
Friday, 6/21/2019
1:00 - 5:00 PM CT

I. Roll Call

II. Approval of Minutes

II.A. Approval of Minutes of Open and Closed Meetings of May 16, 2019 - Page 4

III. Consent Agenda

A. President

III.A.1. Approval of FY2019-2020 Employment Agreements for Athletics Administrators - Page 12

III.A.2. Approval of FY2019-2020 Employment Agreements for Assistant Coaches - Page 35

III.A.3. Approval of FY2019-2020 Employment Agreements for Athletics Head Coaches - Page 64

III.A.4. Approval to Accept Gift from the Missouri State University Foundation of Real Estate Located in Cedar Creek, Missouri - Page 74

III.A.5. Approval of Appointment of Mr. Jeff Coiner as Chief Information Officer at Missouri State University - Page 81

B. Academic Affairs

III.B.1. Approval of New Program: Bachelor of Science in Business Analysis - Page 84

C. West Plains

III.C.1. Approval of Actions Concerning Academic Employees - Page 85

III.C.2. Approval of Actions Concerning Non-Academic Employees - Page 86

III.C.3. Approval of Proposed Revisions to the Missouri State University-West Plains Faculty Bylaws - Page 87

D. Procurement and Financial

III.D.1. Approval of Procurement Activity Report - Page 96

III.D.2. Approval of Rental Rates for Space in Kenneth E. Meyer Alumni Center for Various Departments and University Related Offices - Page 104

E. Facilities and Equipment

III.E.1. Approval of Activity Report for the Month of May 2019 - Page 123

III.E.2. Approval of a Resolution Granting an Underground Facilities Easement to the Southwestern Bell Telephone Company - Page 125

F. Human Resources

III.F.1. Approval of Actions Concerning Academic Employees - Page 133

III.F.2. Approval of Actions Concerning Non-Academic Employees - Page 169

III.F.3. Approval of Actions Concerning Academic Employees Salary July Adjustments - Page 178

III.F.4. Approval of Actions Concerning Non-Academic Employees Salary July Adjustments - Page 181

III.F.5. Approval of Actions Concerning Academic Employees August Salary Adjustments - Page 210

III.F.6. Approval of Actions Concerning Non-Academic Employees August Salary Adjustments - Page 225

III.F.7. Approval of FY20 Additional Fringe Benefits to be Funded by Missouri State University or the Missouri State University Foundation - Page 226

IV. Committee Reports

A. Risk Management and Audit Committee

B. Programs and Planning Committee

IV.B.1. Approval of Proposed Revisions to the Faculty Handbook (Springfield Campus) - Page 229

IV.B.2. Approval of Proposed Revisions to the Faculty Handbook (West Plains Campus) - Page 236

C. Finance and Facilities Committee

IV.C.1. Approval of Amendments to the Employee Handbook for Administrative, Professional and Support Staff Employees and Related Policies - Page 241

V. President's Report

A. President Clif Smart's report will include updates and comments on the following topic:

Presidents Report - Page 252

1. Final Legislative Update

VI. West Plains Campus

A. Chancellor's Report – Chancellor Shirley Lawler will provide a report regarding activities on the West Plains Campus

Chancellors Report - Page 253

B. Making Our Missouri Statement - Study Away Programs

C. Report from the West Plains Faculty Senate

D. Report from the West Plains Staff Senate

E. Report from the West Plains Student Government Association

VII. Academic Affairs

A. Report from the Provost – Provost Frank Einhellig's report will include updates and comments regarding Academic Affairs

Provost Report - Page 254

1. Appointment of Dean for McQueary College of Health and Human Services

2. Summary of Curricular Actions for AY18-19

a. Curricular revisions, new courses and programs

b. Academic actions to reduce barriers - selected examples

3. Update on Blackboard Ally

4. Ozarks Studies Institute Role for Missouri State

VIII. Research and Economic Development (written report only)

A. Report from the Vice President for Research and Economic Development & International Programs – Vice President Jim Baker will provide a written report on Sponsored Research

Research and Economic Development Report - Page 255

IX. Diversity and Inclusion (written report only)

A. Division for Diversity 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 and Inclusion

Diversity and Inclusion Report - Page 259

X. Student Affairs

A. Report from the Student Body President

Student Body President Report - Page 265

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

Student Affairs Report - Page 266

XI. Staff Senate

A. Staff Senate Report

Staff Senate Report - Page 268

XII. 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

Marketing and Communications Report - Page 269

XIII. Financial

A. Approval of the 2019-2020 Fee Schedule Board Resolution Amendment Springfield Campus

Springfield Campus - Page 270

B. Approval of the 2019-2020 Fee Schedule Board Resolution Amendment West Plains Campus

West Plains Campus - Page 271

C. Approval of Fiscal Year 2020 Internal Operating Budget Resolution

Fiscal Year 2020 Internal Operating Budget - Page 272

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

Development Report - Page 309

XIV. Old Business

XIV.A. Approval of Resolution in Support of Local Efforts to Pass Legislation to Enact Tobacco 21 Initiative - Page 311

XV. New Business

XV.A. Approval of Adoption of 2020 Meeting Schedule of Missouri State University Board of Governors - Page 312

XVI. 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

Closed Resolution - Page 314

XVII. Adjournment

XVIII. Date of Next Meeting: Thursday, August 8, 2019, 11:30 a.m., The Chase Park Plaza Royal Sonesta Hotel, St. Louis, Missouri

MINUTES OF THE BOARD OF GOVERNORS
MISSOURI STATE UNIVERSITY
MAY 16, 2019 1:00 P.M.

1. Roll Call

Present- Mr. Gabriel Gore, Chair
Ms. Amelia Counts, Governor
Ms. Craig Frazier, Governor
Ms. Beverly Miller Keltner, Governor
Mr. William Miller, Student Governor
Mr. Kendall Seal, Governor
Ms. Carol Silvey, Governor
Mr. Gregory Spears, Governor
Ms. Carrie Tergin, Governor

Also

Present- Clifton M. Smart III, President
Jim Baker, Vice President for Research and Economic Development & International Programs
Donna Christian, Director of Internal Audit and Risk Management
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
Stephen Foucart, Chief Financial Officer
Shirley Lawler, Chancellor of the West Plains Campus
Victor Matthews, Dean, College of Humanities and Public Affairs
Kyle Moats, Director of Athletics
Matt Morris, Vice President for Administrative Services
Jeff Morrissey, Chief Information Officer
Wes Pratt, Chief Diversity Officer
Suzanne Shaw, Vice President for Marketing & Communications
Dee Siscoe, Vice President for Student Affairs
Kristan Gochenauer, Secretary of the Board

- 2. Presiding** – The presiding officer for the meeting was Mr. Gabriel Gore, Chair of the Board of Governors. He called the meeting to order at 1:00 p.m. in the Traywick Parliamentary Room in the Plaster Student Union on the campus of Missouri State University in Springfield, Missouri.
- 3. Approval of Board of Governors’ Meeting Minutes** – Mr. Gore then requested the approval of the minutes for the open and closed meetings of February 22, 2019, and April 17, 2019. Ms. Beverly Miller Keltner so moved, receiving a second from Ms. Carrie Tergin.

Motion passed 8-0.

4. **Consent Agenda** – Mr. Gore noted that the next item of business on the agenda was the approval of the Consent Agenda for this meeting. The items included in the Consent Agenda are:

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Campus Personnel No. 431-19).

Approval of Actions Concerning West Plains Campus Non-Academic Employees (West Plains Campus Personnel No. 432-19).

Approval of Fiscal Year 2020 Salary and Benefits Overview for Missouri State University-West Plains Coaches (West Plains Personnel No. 433-19).

Approval of Expenditures to Implement Student Approved Capital Projects (West Plains Student Policies No. 19-19).

Approval of the New Associate of Arts in Child and Family Development Academic Program (West Plains Curriculum No. 95-19).

Approval of the New Associate of Science in Technology Academic Program (West Plains Curriculum No. 96-19).

Approval of the New Associate of Applied Science in Technology – Information Technology Option (West Plains Curriculum No. 97-19).

Approval of the Title Change for the Associate of Applied Science in Business – Computer Information Systems Option to Information Technology Option (West Plains Curriculum No. 98-19).

Approval of the Title Change for the Associate of Applied Science in General Agriculture to the Associate of Applied Science in Agriculture (West Plains Curriculum No. 99-19).

Approval of the Deletion of Associate of Science in Respiratory Therapy (West Plains Curriculum No. 100-19).

Academic Affairs

Approval of New Program: Bachelor of Science in Conflict and Interpersonal Communication (Curriculum No. 390-19).

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 477-19).

Facilities and Equipment

Approval of Activity Report for the Months of February 2019, March 2019, and April 2019 (Activity Report No. 307-19).

Approval of Bids and Award of a Contract for the Food Court Refresh in the Plaster Student Union (Bids & Quotations No. 1573-19).

Human Resources Items

Approval of Actions Concerning Academic Employees (Human Resources No. 1610-19).

Approval of Actions Concerning Non-Academic Employees (Human Resources No. 1611-19).

Ms. Carol Silvey made a motion to approve the Consent Agenda, receiving a second from Mr. Craig Frazier.

Motion passed 8-0.

5. Making Our Missouri Statement –

A. Community Stories: The Springfield-Greene County African-American Heritage Trail – Dr. Victor Matthews, Dean of the College of Humanities and Public Affairs, introduced Dr. Lyle Foster, Sociology and Anthropology, and Dr. Tim Knapp, Faculty Emeritus Sociology and Anthropology, noting their excitement in showcasing this important project. Dr. Knapp provided a background and timeline of the initiative pointing out the importance of oral interviews with an emphasis on sharing and disseminating information. Dr. Foster reviewed the data and information used to keep the stories alive for generations to come. He discussed the purpose of the trail, which is for individuals to walk and remember African-American history. The first Heritage Trail marker was placed on August 2018 on the 100th anniversary of the Silver Springs Park. Five additional markers will be placed in 2019.

B. Approval of Resolution to Acknowledge the 2018-19 Excellence in Public Affairs Award Recipients – Dr. Rachele Darabi, Associate Provost for Student Development and Public Affairs, read the resolution recommending approval to acknowledge the 2018-19 Excellence in Public Affairs for Faculty and Staff Award Recipients (Awards No. 86-19). Faculty award winners were Lyle Foster, Janice Greene and Carol Miller. Staff award winners were Heather Blades, Sheryl Ruff-Hensley and Katie Stinnett. Moved and seconded, respectively, by Ms. Tergin and Mr. Frazier.

Motion passed 8-0.

6. Committee Reports:

A. Mr. Gore highlighted the March 20, 2019, and April 17, 2019, Executive Committee meetings. At the March meeting, approval was given for the establishment of an on-campus police substation on the West Plains campus as well as the purchase of 235 computers for open-access computer labs across campus and renovation projects in Woods and Wells Houses. At the April open meeting, an agreement to lease space in

Hass-Darr Hall for a coffee shop on the West Plains was approved. On the Springfield campus, approval was given for the purchase of food service equipment for the Plaster Student Union, a revenue contract for the University's bank depository services as well as a contract for construction of the Ozarks Education Center at Bull Shoals Field station and preventative parking lot maintenance. The committee also moved toward putting the full tuition increase authorized by the state of Missouri on the University's books.

- B. Ms. Silvey provided a summary of the Programs and Planning Committee meeting. Ms. Rachel Heinz, Director of Bear POWER, updated the committee on the Bear POWER program. Dr. Frank Einhellig, Provost, then presented on the faculty hiring process on the Springfield campus. He shared how hiring plans are created along with the selection of committees, marketing tools, applicant pool selection and the final hiring decision. Dr. Dennis Lancaster, Dean of Academic Affairs at West Plains, then gave an overview of the faculty hiring process on the West Plains campus. He noted that the scale is different, but the process is very similar to the Springfield campus.
- C. Ms. Amelia Counts then gave a report of the Finance and Facilities Committee meeting. President Smart discussed the executive budget committee recommendations for fiscal year 2020 budgets on both the Springfield and West Plains campuses. He then highlighted the \$10 million increase to Missouri State's ongoing core appropriations from the state as well as a 1.9% tuition increase recommendation; waiving the remaining 2% increase that the state authorized. President Smart also discussed a 1.9% cost of living recommendation for full-time employees and graduate assistant stipends and central funding for the minimum wage increase for student employees. All recommendations were discussed in length. The committee then discussed approval of G1.18 Contract Authorization Policy revisions. Mr. Gregory Spears made a motion to recommend approval of the G1.18 Contract Authorization Policy (Board Policies No. 121-19). Mr. Frazier seconded the motion.

Motion passed 8-0.

- 7. **President's Report** – President Smart welcomed everyone to commencement weekend at Missouri State. He stated that in the three commencement ceremonies tomorrow, we will graduate 2,941 students on the Springfield campus, including 2,285 undergraduate degrees and 656 graduate degrees; 96 of which are doctorates. On Saturday, 274 students will graduate with associate degrees on the West Plains campus.

President Smart gave a legislative update noting that Friday, May 17, 2019, is the last day of the Missouri legislative session. The budget passed with a significant appropriation increase for Missouri State. This is the largest increase the University has received in its 114-year history. President Smart noted that Governor Parson still needs to sign the budget, but he is encouraged this will happen. He then thanked the legislators for their support throughout the process.

President Smart updated the Board on the Chief Information Officer hire. He then recognized Jeff Morrissey, Chief Information Officer, for his accomplishments and congratulated him on his retirement.

Governor Frazier recently attended the Association of Governing Board's (AGB) Annual Conference, with Kristan Gochenauer, Board Secretary. He highlighted key aspects of the conference noting the high level of engagement and importance of democracy and creating good citizens. The next conference is scheduled for April 2020.

President Smart then asked for approval of the 2019 Wall of Fame Inductees (Awards No. 87-19) approving former Missouri State University employees to be added to the Wall of Fame. The 2019 recommended inductees are Ms. Neosha Mackey, Dr. Linda Pettijohn, Dr. Denny Pilant, Dr. Earle Doman, Ms. Virginia Mee and Mr. Burnie Snodgrass. Moved and seconded, respectively, by Ms. Silvey and Ms. Tergin.

Motion passed 8-0.

8. Academic Affairs:

- A. Faculty Senate Report** – Dr. Saibal Mitra, Chair of the Faculty Senate, thanked outgoing chair Dr. Thomas Dicke for his leadership. He then provided an outline of the past year's accomplishments, noted current concerns and highlighted items for the upcoming year. Dr. Mitra stated that the Faculty Senate recently completed a seven-year review of the Faculty Handbook. He then shared the two key challenges ahead to include retention and mental health. Ad-hoc committees are being appointed to review both.
- B. Report from the Provost** – Dr. Frank Einhellig, Provost, presented a resolution of appreciation for Dr. Thomas Dicke's exemplary service as Chair of the Faculty Senate for the 2018-2019 academic year. Moved and seconded, respectively, by Ms. Tergin and Mr. Frazier.

Motion passed 8-0.

Dr. Einhellig then introduced the six recipients of the Missouri State University Foundation Awards for Excellence in Teaching, Research, and Service for 2019, some of whom were present:

- Service – Dr. George Schmelzle (School of Accountancy) and Dr. James Baumlin (English)
- Research – Dr. Chin-Feng Hwang (Environmental Plant Science) and Dr. C. Edward Chang (Finance and General Business)
- Teaching – Dr. Cameron LaBarr (Choral Studies) and Dr. Melinda Novik (Kinesiology)
- Governor's Award for Excellence in Teaching – Dr. Melinda Novik (Kinesiology)

Dr. Einhellig updated the Board on McQueary College of Health and Human Services. The Nursing program recently went through an accreditation review. All standards were met with an overall excellent report. The application to increase the class size from 72 to 96 students was approved. He then thanked Dr. Helen Reid, past Dean, and Dr. Letitia White Minnis, Interim Dean, for their recent work on a \$750,000 grant application for the Nursing program. Dr. Einhellig shared that the Occupational Therapy program is expanding its class size from 24 to 28 students. He reported that an offer has been extended for the Dean search.

He then provided the Board with highlights from the CNAS Undergraduate Research Forum, the McQueary College of Health and Human Services Research Day and the Einhellig Interdisciplinary Graduate Forum.

9. Diversity and Inclusion:

A. Mr. Wes Pratt, Assistant to the President/Chief Diversity Officer, reported on the 2019 Collaborative Diversity Conference titled *Bridging the Cultural Divides* held April 24 - 27, 2019. The featured presenter, Professor Irshad Manji, spoke to groups on both the Springfield and West Plains campuses including a conversation where she discussed her new book “Don’t Label Me: A Conversation for Divided Times”. The conference culminated with a Diversity Summit Student Day that included a luncheon and a Q&A session between Professor Manji and student leaders. Mr. Pratt stated that the conference was a success with a record number of attendees/participants.

10. Student Affairs:

A. Report from Student Body President – Mr. Isaiah Villarreal, Student Body President, gave an overview of accomplishments for the Springfield campus over the past year. He thanked everyone for their support. Mr. Villarreal then introduced the 2019-2020 Student Body President, Abdillahi Dirie, a senior majoring in health communication. Mr. Dirie shared some areas of focus for the coming year.

B. Student Affairs Report – Dr. Dee Siscoe, Vice President for Student Affairs, offered a commendation to Mr. Isaiah Villarreal for service as Student Body President. Moved and seconded, respectively, by Ms. Counts and Ms. Tergin.

Motion passed 8-0.

Dr. Siscoe then offered a commendation to Mr. Dillon Cordel for service as Student Body Vice President. A motion was made by Ms. Miller Keltner and seconded by Mr. Frazier.

Motion passed 8-0.

11. Staff Senate Report – Mr. Jon Lee, Staff Senate Chair, reviewed the Staff Satisfaction Survey drawing attention to a few key areas to including lower satisfaction with rate of pay, but overall high job satisfaction. He was pleased to see increased participation.

Mr. Matt Morris, Vice President for Administrative Services, then presented a resolution to commend Mr. Jon Lee for his outstanding service as Staff Senate Chair for 2018-2019. Mr. Frazier made a motion, receiving a second from Ms. Counts.

Motion passed 8-0.

12. Financial:

A. Mr. Morris recommended approval of bids and award of a contract to renovate the general counsel suite in Carrington Hall (Bids & Quotations No. 1574-19). The low bid of \$289,280.00 for the base bid plus alternates 1 and 2 was received of Bales Construction Company, Inc. Mr. Morris also recommended approval of bid and award of a contract to upgrade ventilation systems and replace low roofs at Carrington Hall (Bids & Quotations No. 1575-19). The low bid from Carson-Mitchell, Inc. in the amount of \$882,074.00 for the base bid plus alternates 1 and 2 was received. Ms. Silvey so moved, receiving a second from Ms. Counts.

Motion passed 8-0.

B. Mr. Morris then recommended approval of bids and award of a contract for the multi-purpose addition at Greenwood Laboratory School (Bids & Quotations No. 1576-19). The low bid in the amount of \$4,924,900.00 for base bid plus alternates 1, 3, 4, 5, 6, 7 and 8 was received from DeWitt & Associates, Inc. Work is scheduled to be complete during summer 2020. A motion was made by Ms. Tergin, receiving a second from Ms. Miller Keltner.

Motion passed 8-0.

13. New Business:

A. Department of Defense and Strategic Studies – Dr. Matthews introduced Dr. Keith Payne, Department Head, Dr. John Rose, Visiting Professor, and Ms. Kathy Fedorchak, Defense and Strategic Studies. Dr. Payne shared the history of the program, which was started in 1971 at the University of Southern California by Dr. William R. Van Cleave. In 1987, the program came to Missouri State University and offered a specialized Master of Science degree. In 2005, the program moved the Department to Washington D.C., where it continues to grow and thrive. The faculty are extremely enthusiastic about the recent proposal for a professional doctorate. It was noted that there is only one other program like this in the country, which is more expensive and not as friendly to military students. Governor Tergin shared that she had the opportunity to visit the location in D.C. She was impressed by the caliber of the program and excited that we are bringing additional awareness to it.

14. Closed Meeting – 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. Mr. Gore 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 May 16, 2019, meeting of the Board of Governors to consider items of business pursuant to:

- A. R.S.Mo. 610.021(1). “Legal actions, causes of action, or litigation involving a public government body...”

Mr. Frazier moved the approval of the resolution and Mr. Kendall Seal seconded the motion.

A roll-call vote on the motion was as follows: those voting in favor – Governors Counts, Frazier, Gore, Miller Keltner, Seal, Silvey, Spears, and Tergin; those voting against – none.

Mr. Gore declared the resolution passed unanimously. The open meeting recessed at 3:30 p.m. to go into closed session.

The open meeting was reconvened at 3:58 p.m.

Date of Next Meeting – The date of the next regularly scheduled meeting was set for Friday, June 21, 2019, at 1:00 p.m. in West Plains, Missouri.

- 14. **Adjournment** – Mr. Gore adjourned the meeting at 3:58 p.m., on the motion of Ms. Counts, the second of Mr. Frazier, and the unanimous vote of the Board.



Kristan Gochenauer
Secretary to the Board

III.A.1.

RECOMMENDED ACTION – Approval of FY2019-2020 Employment Agreements for Athletics Administrators.

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

WHEREAS, Missouri State University desires to hire Mr. Alexander Hirdler as Assistant Athletics Director for Compliance and Mr. Hirdler desires to accept such employment, as set forth in the attached Exhibit A, and subject to the terms and conditions set forth in the attached Exhibit C; and

WHEREAS, the University desires to continue its employment of the individuals referenced in the attached Exhibits B, and subject to the terms and conditions as set forth in the attached 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 FY2019-2020 Employment Agreements for Athletics Administrators.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

The salaries for Chastity A. Hunt, Melissa Goodman, Daniel Raines, Carla Morton, A'dja Jones, Richard Kindhart, Eric Doennig, Benjamin Adamson, James Penkalski, Mitchell Hauschildt, Shannon Derricks, Kristian Stewart, Steve Sawchak, Susan Atkinson, Tyler Landgraf, Danielle Niepert, Jeremiah Frey, Christine McCartney, Stephen Carberry and Adam Lang remain unchanged from 2018-2019.

The administrators will also be eligible to earn achievement payments contingent upon the athletic success of their particular teams.



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: Alexander Hirdler

Position: Assistant Athletics Director for Compliance

Term: July 1, 2019 – June 30, 2020

Compensation: \$50,000 annually

Achievement Payments:

\$700 Regular Season Championship, Co-Championship or MVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, or

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 for each men’s and women’s team that wins an NCAA game/match (excludes NIT/WNIT)

Other Benefits and Incentives:

Moving expenses: The University agrees to reimburse Mr. Hirdler for any documented expenses associated with Mr. Hirdler’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items. Should Mr. Hirdler depart the university prior to being employed for two full years, he will be required to reimburse the university for all moving expenses incurred upon initial move. Additionally, the university agrees to pay for three (3) weeks of temporary housing for Mr. Hirdler.

ADMINISTRATOR

Alexander Hirdler

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

05-10-2019

Date

Date

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



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: Chastity A. Hunt

Position: Senior Associate Athletics Director / SWA

Term: July 1, 2019 – June 30, 2019

Compensation: \$98,314


Achievement Payments:

\$1,500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$750 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and \$750 for each men’s and women’s team that wins a game in the NCAA post season (excludes NIT/WNIT); and \$1,250 should all athletics teams meet or exceed NCAA APR cut score

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


Chastity A. Hunt

Clifton M. Smart III
President

5/22/19

Date

Date

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



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: Melissa Goodman

Position: Assistant Athletics Director for Business Administration

Term: July 1, 2019 – June 30, 2020

Compensation: \$48,551 Annually

Achievement Payments:

\$700 Regular Season Championship, Co Championship or MVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, or

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 For each men’s and women’s team that wins a game in the NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR


Melissa Goodman

5-3-19
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Daniel Raines

Position: Assistant Director of Athletics, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2019– June 30, 2020

Compensation: \$56,150

Achievement Payments:

\$700 Regular Season Championship or Conference Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$400 Regular Season Championship, Co-Championship or MVC Championship in any other men’s or women’s sports, and \$400 For each men’s and women’s team that wins a game/match in NCAA post season (excludes NIT/WNIT) \$1,250 should all University teams NCAA calculated APR meet or exceed the NCAA APR cut score.

Other Benefits and Incentives:

ADMINISTRATOR

Daniel L Raines

Daniel Raines

5/7/19

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Carla Morton

Position: Assistant Director, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: July 1, 2019 – June 30, 2020

Compensation: \$41,000

Achievement Payment(s):

\$750 should the athletics department for all teams NCAA average academic program rate (APR) meet or exceed the NCAA APR cut score of 930.

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Carla Morton

Clifton M. Smart III
President

5/10/19

Date

Date



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: A’dja Jones

Position: Director, Student Athlete Development and Community Relations

Term: July 1, 2019 – June 30, 2020

Compensation: \$41,000

Achievement Payment(s):

\$750 should the athletics department for all teams NCAA academic program rate (APR) meet or exceed the NCAA APR score of 930.

ADMINISTRATOR



Adja Jones

5/15/19

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Richard Kindhart

Position: Assistant Athletics Director for Athletics Communications

Term: July 1, 2019 – June 30, 2020

Compensation: \$73,849

Achievement Payments:

\$700 Regular Season Championship, Co-Championship or NVC Tournament Championship in Football, Volleyball, Men’s or Women’s Basketball, and

\$400 Regular Season Championship, Co-Championship or MVC Tournament Championship in any other men’s or women’s sports, and

\$400 for be selected to participate in the NIT

\$400 For each men’s and women’s team that wins a game in the NCAA post season (excludes WNIT)

Other Benefits and Incentives:

ADMINISTRATOR

Richard Kindhart

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/2/19
Date

Date

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



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: Eric R. Doennig

Position: Assistant Director for Athletics Communications


Term: July 1, 2019 – June 30, 2020

Compensation: \$48,551

Achievement Payments:

\$500 Regular Season Championship or Conference Championship in Football, Volleyball, Men’s or Women’s Basketball, or \$250 Regular Season Championship, Co-Championship or MVC Championship in any other men’s or women’s sports, and \$250 For each men’s and women’s team wins a game/match in the NCAA post season (excludes NIT/WNIT)

Other Benefits and Incentives:

ADMINISTRATOR


Eric R. Doennig

5/2/19
Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Benjamin Adamson

Position: Assistant Director for Athletics Communications

Term: July 1, 2018 – June 30, 2019

Compensation: \$48,551


Achievement Payments:

- \$500 Regular Season Championship in Football, Volleyball, Men’s or Women’s Basketball, or**
- \$250 Regular Season Championship or Co-Championship in any other men’s or women’s sports, and**
- \$250 for each men’s and women’s team that wins the MVC Tournament**
- \$250 for being selected to participate in the WNIT**
- \$250 for each men’s and women’s team that wins and NCAA post season game (excludes NIT)**

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY


Benjamin Adamson

Clifton M. Smart III
President

5-6-19
Date

Date

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



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: James Penkalski

Position: Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$71,216

Achievement Payments:

- \$500 Regular Season Championship in Baseball; or
- \$250 MVC Championship in Baseball; and
- \$250 for each 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 the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

James Penkalski

Clifton M. Smart III
President

5/13/19
Date

Date

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



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: Mitchell Hauschildt

Position: Prevention, Rehabilitation and Physical Performance Coordinator

Term: July 1, 2019 – June 30, 2020

Compensation: \$48,179

Achievement Payments:

- \$500 Regular season championship, co-championship or MVC championship in Volleyball, Men’s or Women’s Basketball or Football;**
- \$250 for each regular season conference championship, co-championship, or MVC tournament championship in any men’s or women’s sport; and**
- \$250 for each men’s or women’s team that wins a game in the NCAA post-season competition (excludes NIT/WNIT).**

Other Benefits and Incentives:

ADMINISTRATOR



Mitchell Hauschildt



Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Shannon Derricks

Position: Assistant Director of Athletics Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$53,037

Achievement Payments:

- \$500 Regular Season Championship or Co-Championship in Volleyball; or**
- \$250 MVC Championship in Volleyball; and**
- \$250 for each 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 the NCAA Tournament (excludes NIT/WNIT)**

Other Benefits and Incentives:

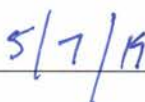
ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Shannon Derricks

Clifton M. Smart III
President



Date

Date

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



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: Kristian Stewart

Position: Athletic Trainer for Athletics Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$39,897

Achievement Payments:

- \$500 Regular Season Championship in Women’s Basketball; or
- \$250 MVC Championship or Co-Championship in Women’s Basketball; or
- \$250 for each Championship or Co-Championship in any other men’s or women’s sport; or
- \$250 for each men’s or women’s team that wins a game in the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Kristian Stewart

Kristian Stewart

Clifton M. Smart III
President

May 6, 2019

Date

Date

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



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: Steve Sawchak

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$48,661

Achievement Payments:

\$500 Regular Season Championship in Football; or

\$250 MVC Championship in Football; and

\$250 for each 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 the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

Steve Sawchak

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/7/19

Date

Date

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



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: Susan Atkinson

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$39,580

Achievement Payments:

\$500 for regular season MVC Conference Championship or Regular Season Co-Championship in W. Soccer; 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:

ADMINISTRATOR



Susan Atkinson

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/13/19

Date

Date

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



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: Tyler Landgraf

Position: Athletic Trainer, Athletic Medical and Rehabilitation Services

Term: July 1, 2019 – June 30, 2020

Compensation: \$42,202.00

Achievement Payments:

- \$500 MVC Regular Season Championship or Co-Championship in Men’s Basketball; or
- \$250 MVC Championship in Men’s Basketball; and
- \$250 for each 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 the NCAA Tournament (excludes NIT/NIT)

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY

Tyler Landgraf

Clifton M. Smart III
President

Date

Date

5-7-19

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



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: Danielle Niepert

Position: Director of Athletics Marketing and Promotions


Term: July 2, 2019 – June 30, 2020

Compensation: \$33,528

Other Benefits and Incentives:

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Danielle Niepert

Clifton M. Smart III
President

5/6/19

Date

Date

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



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: Jeremiah Frey

Position: Director of Strength and Conditioning Coach

Term: July 1, 2019 – June 30, 2020

Compensation: \$49,198

Achievement Payments:

\$500 for each regular season conference championship or co-championship in Baseball, Softball, Volleyball W. Track and Field and Cross Country, W. Tennis, Men’s Soccer, W. Soccer and;
\$250 for each MVC or MAC conference championship Volleyball, Baseball, Softball, W. Track and Field and Cross Country, Men’s Soccer, W Tennis, W. Soccer and Swimming and Diving; and
\$250 if Baseball, Volleyball, Softball, W. Track and Field and Cross Country, Men’s Soccer, Beach Volleyball, W. Soccer and M and W Swimming and Diving individual or group wins a game/match to NCAA post-season competition (excludes NIT/WNIT).

Other Benefits and Incentives:

ADMINISTRATOR



Jeremiah Frey



Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Christine McCartney

Position: Academic Advisor, Dr. Mary Jo Wynn Achievement Center for Intercollegiate Athletics

Term: May 21, 2019 – June 30, 2020

Compensation: \$32,920

Achievement Payment(s):

\$750 should the athletics department for all teams NCAA academic program rate (APR) meet or exceed the NCAA APR score of 930.

ADMINISTRATOR

Christine McCartney

Christine McCartney

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

05/15/19

Date

Date

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



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: Stephen Carberry

Position: Academic Advisor, Dr. Mary Jo Wynn Academic Achievement Center

Term: July 1, 2019 – June 30, 2020

Compensation: \$36,960

Achievement Payment(s):

\$750 should the athletics department for all teams NCAA academic program rate (APR) meet or exceed the NCAA APR score of 930.

ADMINISTRATOR

MISSOURI STATE UNIVERSITY



Stephen Carberry

Clifton M. Smart III
President



Date

Date

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



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: Adam Lang

Position: Assistant Strength and Conditioning Coach

Term: July 1, 2018 – June 30, 2019


Compensation: \$41,808

Achievement Payments:

\$500 for regular season conference championship in Football; or
\$250 for MVC football conference championship; and
\$250 if the football team advances to the NCAA playoffs.

Other Benefits and Incentives:

ADMINISTRATOR



Adam Lang

5/13/19

Date

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.

III.A.2.

RECOMMENDED ACTION – Approval of FY2019-2020 Employment Agreements for Assistant Coaches.

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

WHEREAS, the University desires to employ Jake Morse, Jacob Brydson, Franqua Bedell, Victoria Jankoska, Seth Minter, Manuel Concepcion, and Sara Thomas-Dietrich as Assistant Athletics Coaches, and those individual they desire to accept such employment, as set forth in the attached Exhibit A, subject to the terms and conditions set forth in the attached Exhibit C; and

WHEREAS, the University desires to continue its employment of the individuals referenced in the attached Exhibit B, subject to the terms and conditions set forth in the attached Exhibit C.

NOW, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2019-2020 Employment Agreements for the Assistant Coaches.

VOTE: **AYE** _____

NAY _____

COMMENTS:

These salary increases for the following assistant coaches will be paid for from the salaries of previous coaches who have left the University, such that these increases do not represent new expenses to the Athletics Department or University.

- Stephen Bravo-Brown will receive an annual salary of \$46,500.00, increased from \$44,000.00;
- Trent Figg will receive an annual salary of \$58,015.00, increased from \$56,515.00;
- Kenji Jackson will receive an annual salary of \$57,110.00, increased from \$52,110.00;
- Justin Kramer will receive an annual salary of \$85,000.00, increased from \$68,301.00;

- Munir Prince will receive a salary of \$57,110.00, increased from \$52,110.00;
- Martin Spieler will receive a salary of \$56,102.00 from \$55,000.00; and
- Carmelia Jeter will receive a salary of \$51,535.00 from \$43,535.00.

The salaries for Paul Evans, Matthew Lawson, Charles M. Seabolt, Kirk Nelson, and James Huelskamp, Mack Brown, Christian Morton, Marcus Yokeley, Elizabeth Perine, Sue Frederick, Jeffrey “Ethan” Jacobsen, and Chelsea Dirks-Ham will remain unchanged from 2018-2019.

All above-referenced assistant coaches will be eligible to earn achievement payments contingent upon the athletic success of their respective teams.



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: Jake Morse

Position: Assistant Coach

Sport: Football

Term: April 26, 2019 - January 31, 2020

Compensation: \$52,500 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH



Jake Morse, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5-1-19

Date

Date

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



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: Jacob Brydson
Position: Assistant Coach
Sport: Women’s Track and Field
Term: July 1, 2019-June 30, 2020
Compensation: \$39,485 annually

Achievement Payments:

\$750 for each team conference championship or co-championship in Women’s Indoor or Outdoor Track and Field; and \$300 for each individual or relay team who qualifies per event in any of the following: High Jump, Long Jump, Triple Jump, Pole Vault, Shot Put, Discus, Hammer Throw, Javelin, Heptathlon, 100m Hurdles, or 400m Hurdles, for the NCAA Women’s Outdoor Track & Field Championship; and \$300 for each individual or relay team who qualifies per event in any of the following: High Jump, Long Jump, Triple Jump, Pole Vault, Shot Put, Weight Throw, Pentathlon, or 60m Hurdles, for the NCAA Women’s Indoor Track & Field Championship.

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

COACH



Jake Brydson

5/6/2019

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Franqua Bedell

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 1, 2019 - June 30, 2020

Compensation: \$105,000 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 Mr. Bedell for any documented expenses associated with Mr. Bedell relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

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

COACH

MISSOURI STATE UNIVERSITY

Franqua R. Bedell

Franqua Bedell, Assistant Coach

Clifton M. Smart III
President

May 1, 2019

Date

Date

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



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: Manuel Concepcion

Position: Assistant Coach

Sport: Volleyball

Term: March 13, 2019 – June 30, 2020

Compensation: \$42,010 Annually

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship; or \$700 for MVC Regular Season Co-Championship; and \$700 for MVC Championship; and \$700 per match played in NCAA Tournament

Moving expenses: The University agrees to reimburse Mr. Concepcion up to \$2,500 for any documented expenses associated with Mr. Concepcion’s relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Other Benefits and Incentives:

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

COACH

MISSOURI STATE UNIVERSITY

Manuel Concepcion

Clifton M. Smart III
President

5/6/19

Date

Date

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



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: Victoria Jankoska

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 1, 2019 - June 30, 2020

Compensation: \$70,000 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. Jankoska for any documented expenses associated with Ms. Jankoska’ relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

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

COACH

MISSOURI STATE UNIVERSITY



Victoria Jankoska, Assistant Coach

Clifton M. Smart III
President

5-1-19

Date

Date

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



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: Seth Minter

Position: Assistant Coach

Sport: Women’s Basketball

Term: May 1, 2019 - June 30, 2020

Compensation: \$95,000 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 Mr. Minter for any documented expenses associated with Mr. Minter relocation to Springfield, Missouri, including but not limited to packing, unpacking and moving expenses/fees for household items.

Coach may participate in camps and/or clinics.

Use of one (1) automobile.

COACH

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Seth Minter, Assistant Coach

President

5/1/2019

Date

Date

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



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: Sara Thomas-Dietrich

Position: Assistant Coach

Sport: Volleyball

Term: July 1, 2019-June 30, 2020

Compensation: \$41,000 Annually

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship; or \$700 for MVC Regular Season Co-Championship; and \$700 for MVC Championship; and \$700 per match played in NCAA Tournament

Other Benefits and Incentives:

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

COACH

Sara Thomas-Dietrich

Sara Thomas-Dietrich

May 8, 2019

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Stephen Bravo-Brown

Position: Assistant Coach

Sport: Football

Term: March 16, 2019 - January 31, 2020

Compensation: \$46,500 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.
Coach shall receive 4 tickets to all home football games at no cost
Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Stephen Bravo-Brown, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

3/26/19

Date

Date

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



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: Trent Figg

Position: Assistant Coach

Sport: Football

Term: March 16, 2019-January 31, 2020

Compensation: \$58,015 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

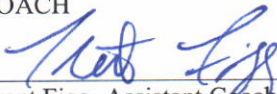
Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

MISSOURI STATE UNIVERSITY



Trent Figg, Assistant Coach

Clifton M. Smart III
President

3/26/19

Date

Date

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



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: Kenji Jackson

Position: Assistant Coach

Sport: Football

Term: March 16, 2019- January 31, 2020

Compensation: \$57,110 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Kenji L. Jackson, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

4 - 1 - 2019

Date

Date

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



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: Justin M. Kramer

Position: Assistant Coach

Sport: Football

Term: March 16, 2019 - January 31, 2020

Compensation: \$85,000 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

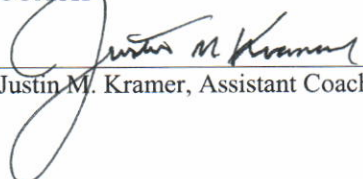
Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

MISSOURI STATE UNIVERSITY


Justin M. Kramer, Assistant Coach

Clifton M. Smart III
President

3/26/19

Date

Date

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



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: Munir Prince

Position: Assistant Coach

Sport: Football

Term: March 16, 2019 -January 31, 2020

Compensation: \$57,110 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Munir Prince, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

3-26-2019

Date

Date

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



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: Martin Spieler

Position: Assistant Coach

Sport: Football

Term: March 16, 2019-January 31, 2020

Compensation: \$56,102 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH



Martin Spieler, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

3/26/19

Date

Date

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



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: Paul Evans

Position: Assistant Coach

Sport: Baseball

Term: July 1, 2019-June 30, 2020

Compensation: \$71,144

Achievement Payments:


\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; \$700 MVC Championship; and \$400 for each game in the NCAA Regional Tournament or \$2,500 for winning NCAA Regional \$400 for each game in the NCAA Super Regional Tournament or \$3,000 for winning NCAA Super Regional \$400 for each game played in the College World Series or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY



Paul Evans

Clifton M. Smart III
President

5-9-19

Date

Date

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



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: Matthew Lawson

Position: Assistant Coach

Sport: Baseball

Term: July 1, 2019-June 30, 2020

Compensation: \$51,100 annually

Achievement Payments:

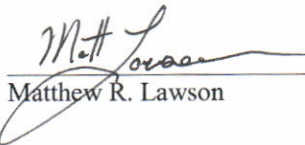
\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; \$700 MVC Championship; and \$400 for each game in the NCAA Regional Tournament or \$2,500 for winning NCAA Regional \$400 for each game in the NCAA Super Regional Tournament or \$3,000 for winning NCAA Super Regional \$400 for each game played in the College World Series or \$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY


Matthew R. Lawson

Clifton M. Smart III
President

5/6/19
Date

Date

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



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: Charles Michael Seabolt

Position: Associate Head Coach/Sport Director for Men’s Soccer

Sport: Men’s Soccer

Term: July 1, 2019-June 30, 2020

Compensation: \$30,874 annually

Achievement Payments:

\$350 Missouri Valley Conference (MVC) Regular Season Championship; or Regular Season Co-Championship; or \$700 MVC Championship; and \$700 for each game won in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

Charles Michael Seabolt

Charles Michael Seabolt

5/13/2019 CMS

Date

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Kirk Nelson

Position: Associate Head Coach

Sport: Women’s Soccer

Term: July 1, 2019-June 30, 2020

Compensation: \$31,392 annually

Achievement Payments:

\$350 Missouri Valley Conference (MVC) Regular Season Championship; or Regular Season Co-Championship; or \$700 MVC Championship; and \$700 for each game won in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY


Kirk Nelson

Clifton M. Smart III
President

5/13/19

Date

Date

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



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: James Huelskamp

Position: Assistant Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2019-June 30, 2020

Compensation: \$14.13/hour (part time)

Achievement Payments:

\$700 Missouri Valley Conference (MVC) Championship or Mid-American Conference (MAC) or MVC or MAC Co-Championship; and

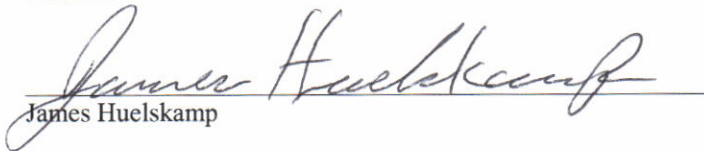
\$200 per individual that qualifies and competes in NCAA Diving Championship; and

\$500 for receiving MVC or MAC Diving Coach of the Year Award

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH


James Huelskamp

Date

5-8-19

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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: Mack Brown

Position: Assistant Coach -Offensive Coordinator

Sport: Football

Term: February 1, 2019-January 31, 2020

Compensation: \$83,801 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.


Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH


Mack Brown, Assistant Coach

MISSOURI STATE UNIVERSITY


Clifton M. Smart III
President

1-28-19
Date

2/25/19
Date

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



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: Christian Morton

Position: Assistant Coach

Sport: Football

Term: February 1, 2019-January 31, 2020

Compensation: \$65,323 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

Christian Morton, Assistant Coach

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

1/24/19
Date

2/25/19
Date

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



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: Marcus Yokeley

Position: Assistant Coach

Sport: Football

Term: February 1, 2019 –January 31, 2020

Compensation: \$93,839 annually

Achievement Payments:

\$1000 for regular season conference championship or regular season conference co-championship in football; and \$700 for each game played in the NCAA FCS football playoffs.

Other Benefits and Incentives:

Coach may participate in camps and/or clinics.

Coach shall receive 4 tickets to all home football games at no cost

Shall have use of one (1) automobile pursuant to an agreement with the University

COACH

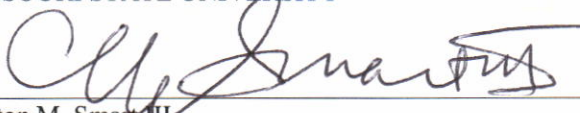


Marcus Yokeley

01/25/2019

Date

MISSOURI STATE UNIVERSITY



Clifton M. Smart III
President

2/25/19

Date

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



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: Elizabeth (Beth) Perine

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2019-June 30, 2020

Compensation: \$51,260

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship; and \$750 MVC Championship; and

\$400 for each game played in the NCAA Tournament; and

\$1,250 for winning 3 games in NCAA Regional; and


\$2,500 for team advancing to College World Series; and

\$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH


Elizabeth (Beth) Perine

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date



Date

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



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: Sue Frederick

Position: Associate Head Coach

Sport: Softball

Term: July 1, 2019-June 30, 2020

Compensation: \$51,260

Achievement Payments:

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or \$700 MVC Regular Season Co-Championship;
\$700 MVC Championship; and
\$400 for each game in the NCAA Tournament; and
\$1,250 for winning 3 games in NCAA Regional; or
\$2,500 if team advances to College World Series; or
\$5,000 if team wins College World Series

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY

Sue Frederick

Clifton M. Smart III
President

May 7, 2019

Date

Date

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



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: Jeffrey “Ethan” Jacobsen

Position: Assistant Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2019-June 30, 2020

Compensation: \$26,335

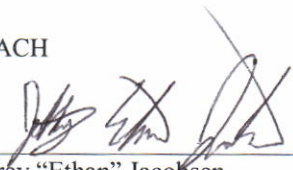
Achievement Payments:

\$800 Missouri Valley Conference (MVC) Championship and Mid-American Conference (MAC) Championship; or Missouri Valley Conference (MVC) Co-Championship and Mid-American Conference (MAC) Co-Championship; and \$200 per individual that qualifies and competes in NCAA Championship; and \$200 for any group of individuals (relay team) who qualifies and competes in the NCAA Championship

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH



Jeffrey “Ethan” Jacobsen

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/6/19

Date

Date

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



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: Chelsea Dirks-Ham

Position: Associate Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2019-June 30, 2020

Compensation: \$37,361

Achievement Payments:

\$800 Missouri Valley Conference (MVC) Championship and Mid-American Conference (MAC) Championship; or Missouri Valley Conference (MVC) Co-Championship and Mid-American Conference (MAC) Co-Championship; and \$200 per individual that qualifies and competes in NCAA Championship; and \$200 for any group of individuals (relay team) who qualifies and competes in the NCAA Championship \$1000 should the w. swimming and diving team meet or exceed the required participation number required

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

COACH

MISSOURI STATE UNIVERSITY

Chelsea Dirks-Ham

Clifton M. Smart III
President

5/3/19

Date

Date

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



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: Carmelita Jeter
Position: Associate Head Coach
Sport: Women’s Track and Field
Term: July 1, 2019-June 30, 2020
Compensation: \$51,535 annually

Achievement Payments:
\$750 for each team conference championship or co-championship in Women’s Indoor or Outdoor Track and Field; and
\$300 for each individual or relay team who qualifies per event in any of the following: 100m, 200m, 400m, 100m Hurdles, 400m Hurdles, 4x100m, or 4x400m, for the NCAA Women’s Outdoor Track & Field Championship; and
\$300 for each individual or relay team who qualifies per event in any of the following: 60m, 60m Hurdles, 4x400, or Distance Medley Relay for the NCAA Women’s Indoor Track & Field Championship.

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

COACH

MISSOURI STATE UNIVERSITY

Carmelita Jeter

Clifton M. Smart III
President

6/6/2019

Date

Date

*Athletics Employment Agreement Terms and Conditions – Assistant Coach dated 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.

III.A.3.

RECOMMENDED ACTION – Approval of FY2019-2020 Employment Agreements for Athletics Head Coaches.

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

WHEREAS, the University desires to continue its employment of the individuals referenced in the attached Exhibit A, subject to the terms and conditions set forth in the attached Exhibit B.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University approves and authorizes the President to execute the attached FY2019-2020 Employment Agreements for Athletic Head Coaches.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

The salaries for Rob Brewer, David Collins, Terri Del Conte, Holly Hesse, Kevin Kane, Jonathan Leamy, Neal Stafford, and Mallory Weber remain unchanged from 2018-2019.

All coaches will be eligible for achievement payments conditioned upon the success of their respective programs.



Missouri State[®]

U N I V E R S I T Y

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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Rob Brewer

Position: Head Coach

Sport: Women’s Soccer

Term: July 1, 2019 – June 30, 2020

Compensation: \$53,437

Achievement Payments:

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

\$1,400 for Missouri Valley Conference (MVC) Regular Season Championship or MVC Regular Season Co-Championship; or \$700 for MVC Championship; and \$700 for each game won in the NCAA Tournament

Other Benefits and Incentives:

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

COACH

MISSOURI STATE UNIVERSITY

Rob Brewer

Clifton M. Smart III
President

Date

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: David Collins

Position: Head Coach

Sport: Men’s and Women’s Swimming and Diving

Term: July 1, 2019 – June 30, 2020

Compensation: \$63,608

Achievement Payments:

\$500 should the men’s and women’s swimming teams NCAA calculated academic program rate (APR) meet or exceed the NCAA APR score of 985.

\$1,500 for Missouri Valley Conference (MVC) and Mid-American Conference (MAC) Championship; or

\$1,500 for Missouri Valley Conference (MVC) and Mid-American Conference (MAC) Co-Championship; and

\$400 per individual who qualifies and competes in NCAA Championship; and

\$400 for each group that qualifies and competes (relay team) in the NCAA Championship

\$1,500 should the w. swimming team meet or exceed the required participation number required

Other Benefits and Incentives:

Coach may participate in camps and/or clinics

Use of one (1) automobile

COACH

David Collins

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5/8/2019

Date

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Terri Del Conte

Position: Head Coach

Sport: Women’s Beach Volleyball

Term: July 1, 2019 – June 30, 2020

Compensation: \$26,355

Achievement Payments:

\$1,400 making the NCAA tournament;

\$2,000 for each game won in the NCAA tournament

\$500 for the beach volleyball teams NCAA calculated academic progress rate (APR) meet or exceed the score of 985.

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

COACH

Terri Del Conte

Date

5/8/19

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Holly Hesse

Position: Head Coach

Sport: Softball

Term: July 1, 2019 – June 30, 2020

Compensation: \$84,339 annually

Achievement Payments:

\$500 should the softball teams NCAA calculated academic program rate (APR) meet or exceed the NCAA APR score of 985.
\$2,500 for Missouri Valley Conference (MVC) Regular Season Championship; or
\$1,400 for Missouri Valley Conference (MVC) Regular Season Co-Championship; or
\$700 for each game in the NCAA Regional Tournament or \$5,000 for winning NCAA Regional
\$700 for each game in the NCAA Super Regional Tournament or \$10,000 for winning NCAA Super Regional
\$700 for each game played in the College World Series or \$50,000 if team wins College World Series

Other Benefits and Incentives:

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

COACH

Holly Hesse

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Kevin Kane

Position: Head Coach

Sport: Women’s Golf

Term: July 1, 2019 – June 30, 2020

Compensation: \$41,149

Achievement Payments:

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

\$1,400 for Missouri Valley Conference (MVC) Championship; and

\$700 if team competes in NCAA Tournament; and

\$400 per individual that qualifies for NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

Use of one (1) automobile

COACH

Kevin Kane

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

5/3/19

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Jonathan Leamy

Position: Head Coach

Sport: Men’s Soccer

Term: July 1, 2019 – June 30, 2020

Compensation: \$62,465

Achievement Payments:

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

\$1,400 Missouri Valley Conference (MVC) Regular Season Championship or Regular Season Co-Championship; and \$700 for MVC Championship; and

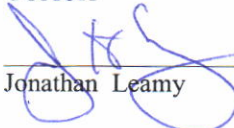
\$700 for each game won in the NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

Use of one (1) automobile

COACH


Jonathan Leamy

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

Date

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Neal Stafford

Position: Head Coach

Sport: Men’s Golf

Term: July 1, 2019 – June 30, 2020

Compensation: \$33,157

Achievement Payments:

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

\$1,400 for Missouri Valley Conference (MVC) Championship or Co-Championship; and

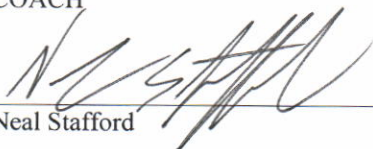
\$700 if team competes in NCAA Tournament; and

\$400 per individual that qualifies for NCAA Tournament

Other Benefits and Incentives:

Coach may participate in camps and/or Clinics

COACH



Neal Stafford

MISSOURI STATE UNIVERSITY

Clifton M. Smart III
President

5-9-19

Date

Date

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



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”).

Head Coach is responsible for overseeing and managing the annual budget allocated for the program to ensure both fiscal responsibility and that program expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Head Coach nor any Assistant Coaches will be eligible to receive achievement payments for the applicable athletic season and subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Head Coach may be subject to disciplinary action up to and including termination in the event that program expenditures exceed the allocated program budget.

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 – Head Coach*, which is incorporated herein by this reference.

Name of Coach: Mallory Weber

Position: Head Coach

Sport: Women’s Tennis

Term: July 1, 2019-June 30, 2020

Compensation: \$37,856 annually

Achievement Payments:

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

\$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

COACH

MISSOURI STATE UNIVERSITY

Mallory Weber

Clifton M. Smart III
President

5/6/19

Date

Date

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

ATHLETICS EMPLOYMENT AGREEMENT TERMS AND CONDITIONS – HEAD 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. 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.

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.A.4 .

RECOMMENDED ACTION – Accept gift from the Missouri State University Foundation of real estate located in Cedar Creek, Missouri.

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

WHEREAS, the Ozark Museum of Natural History (“Donor”) has transferred certain real property comprised of three (3) acres located at 445 Wolf Creek Road, Cedar Creek, Taney County, Missouri (“Real Estate”) to the Missouri State University Foundation (“Foundation”) through a Warranty Deed for use by Missouri State University for educational purposes; and

WHEREAS, the Foundation, through its Board of Trustees, has authorized transfer of title to said Real Estate, in furtherance of the purposes of the Foundation to support the University, as further set forth in the attached Exhibit A; and

WHEREAS, it is the determination of the Board of Governors that it is in the best interest of the University to accept the Real Estate in order to expand the educational opportunities and offerings providing to the University’s students.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the transfer of the Real Estate by the Foundation via Warranty Deed is hereby accepted and that the administration of the University, including the Vice President for Administrative Services, is authorized to prepare and execute any documents, contractual or otherwise, and perform other acts as may be necessary to implement this resolution.

VOTE: AYE _____

NAY _____

COMMENTS:

On February 13, 2019, the Missouri State University Foundation Executive Committee approved a Resolution authorizing the transfer of the three-acre tract located at 445 Wolf Creek Road, Cedar Creek, Taney County, Missouri, to the University. A copy of that resolution is attached hereto as Exhibit A.

Exhibit A

**Missouri State University
Foundation**

**RESOLUTION OF THE
EXECUTIVE COMMITTEE**

RECOMMENDED ACTION – The following resolution relates to the acceptance and transfer of property from the Missouri State University Foundation to Missouri State University.

BE IT RESOLVED by the Executive Committee that the Missouri State University Foundation accept and transfer to Missouri State University a three acre tract of land located at 446 Wolf Creek Road, Cedar creek Missouri, located in Taney County.

BE IT FURTHER RESOLVED that the Executive Committee of the Missouri State University Foundation authorizes the Executive Director to execute any additional closing documentation to assign the property to the Board of Governors of Missouri State University, in furtherance of the purposes of the Foundation to support the university.

Passed unanimously via email vote on 2-13-19.

Kenneth E. Meyer Alumni Center, Suite 505
300 South Jefferson Avenue • Springfield, Missouri 65806-2217
417-836-6666 • Fax: 417-836-4824

Foundation@missouristate.edu • www.foundation.missouristate.edu

An Equal Opportunity/Affirmative Action/Minority/Female/Veterans/Disability Employer and Institution

AFFIDAVIT OF TITLE

(Corporation)

STATE OF MISSOURI)
) ss.
County of Taney)

The undersigned, being first duly sworn, deposes and says that:

I am the President of Ozark Museum of Natural History, a Missouri non-profit corporation, and am duly authorized to execute this affidavit on behalf of said corporation;

That said corporation has owned the property now being sold by it continuously since 02/01/19, and its possession thereof has been peaceable and undisturbed and title to said property has never been disputed or questioned to my knowledge, nor do I know of any facts by reason of which the title to, or possession of, said property might be disputed or questioned, or by reason of which any claim to said property might be asserted adversely to said corporation;

No proceedings in bankruptcy or receivership have ever been instituted by, or against said corporation, and said corporation has never made an assignment for the benefit of creditors;

I know of no action or proceeding, whatever, which is now pending in any State or Federal Court in the United States, to which said corporation is a party, nor do I know of any Federal Court Judgment, Federal Tax Lien, or any other Federal Lien of any kind or nature whatever which now constitutes a lien or charge upon the below described real property;

I have received no notice from any public authority, requiring any improvement, alteration or change to be made in or about said property;

There are no tenancies or leases, except: **NONE**

I further state that all taxes, special assessments, sewer bills and trustee's assessments against the following described premises are paid.

There are no unpaid bills or claims for labor or services performed or material furnished or delivered during the last twelve (12) months for alterations, repair work or new construction on the above described property, except: **NONE**

I am not aware of any survey problems such as encroachments of fences, driveways or other improvements onto any adjoining property or any encroachments of fences, driveways or other improvements from adjoining property on to the above property.

The undersigned further represent(s) that I am not aware of any boundary disputes with owners of adjoining property.

The undersigned further represent(s) that I have no knowledge of any unrecorded easements or rights of interest by others to the above property nor am I aware of any encroachment of improvements onto easements affecting this property.

There are no chattel mortgages, conditional bills of sale, retention of title agreements, security agreements, financing statements, or personal property leases affecting any fixtures, appliances, or equipment which are now installed in or upon said real property or the improvements thereon, and all plumbing, heating, lighting, refrigerating, and other equipment is fully paid for including all bills for the repair thereof, except as follows: **NONE**

That to the best of my knowledge and belief, there is no hazardous waste, as defined by CERCLA (42 U.S.C. 9601, et seq.) as amended in 1966 by Public Law No. 99.499, on the following described property, and that said corporation has received no notice from the United States Environmental Protection Agency that a hazardous waste condition exists on said property.

Said corporation is now and has been, since acquisition of said property, a corporation in good standing under the Laws of the State of its incorporation.

Said property is not subject to any encumbrances, liens, rights of way, easements or party walls except:

See ALTA Commitment BR5699-19

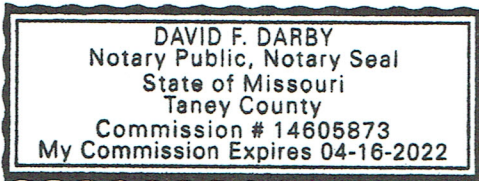
The property referred to herein is described as follows:

See ALTA Commitment BR5699-19

The undersigned makes this affidavit for the purpose of inducing Tri-Lakes Title & Escrow, and Westcor Land Title Insurance Company, under Commitment No. BR5699-19 to issue a policy of title insurance, knowing that they will rely on the truth of the statements made herein, and expressly agrees to indemnify and hold harmless Tri-Lakes Title & Escrow, and Westcor Land Title Insurance Company from any and all loss, including but not limited to attorney's fees and legal costs, arising from any inaccuracies contained herein.

Terry Chase
Terry Chase
President
Ozark Museum of Natural History

SUBSCRIBED AND SWORN TO BEFORE ME this 11th day of Feb, 2019.



David F. Darby
Notary Public
My Commission expires: 16 April 2022

THIS AFFIDAVIT TO BE EXECUTED IN CONNECTION WITH TITLE INSURANCE POLICY TO BE ISSUED BY WESTCOR LAND TITLE INSURANCE COMPANY, THROUGH ITS RESIDENT AGENT: TRI-LAKES TITLE & ESCROW.

WARRANTY DEED

(Corporation)

THIS INDENTURE, made on the 11 day of February, A.D. 2019, by and between **Ozark Museum of Natural History**, (Grantor) of the County of Taney and State of Missouri, a corporation organized and existing under the laws of the State of Missouri, party of the first part, for and in consideration of the sum of TEN AND NO/100 DOLLARS, to it paid by **Missouri State University Foundation**, (Grantee) of the County of Greene and State of Missouri, party of the second part.

Grantee Mailing Address: 901 South National, Springfield, MO 65804

the receipt of which is hereby acknowledged, and by virtue and pursuance of a Resolution of the Board of Directors thereof, does by these presents, Grant, Bargain and Sell, Convey and Confirm, unto the said party of the second part, its successors and assigns, the following described Lots, Tracts or Parcels of land, lying, being and situate in the County of Taney and State of Missouri, to-wit:

ALL that part of the W¹/₂ of the SW¹/₄ of the NE¹/₄ of the SE¹/₄ of Section 3, Township 22 North, Range 19 West LYING East of Wolf Creek Road, as now located.

Also, a part of the N¹/₂ of the SE¹/₄ of the SE¹/₄ of Section 3, Township 22 North, Range 19 West, being more particularly described as follows: Commencing at the Northwest corner of the West 990 feet of the N¹/₂ of the SE¹/₄ of the SE¹/₄ of said Section 3; thence on an assumed bearing of South 89° 49' East along the North line thereof 236.53 feet to the Easterly R/W of a 40 foot wide County Road for the POINT OF BEGINNING; thence continuing along said North line 218.47 feet; thence South 00° 11' West 430.00 feet; thence North 89° 49' West 318.08 feet to the Easterly R/W of said County Road; thence North 13° 13' 30" East along Easterly R/W 441.38 feet to the point of beginning.

TO HAVE AND TO HOLD the premises aforesaid, with all and singular the rights, privileges, appurtenances and immunities thereto belonging or in anywise appertaining unto the said party of the second part, and unto its successors and assigns forever, the said party of the first part hereby covenanting that it is lawfully seized of an indefeasible estate in fee in the premises herein conveyed; that it has good right to convey the same; that the premises are free and clear of any incumbrances done or suffered by it or those under whom it claim(s); and that it will WARRANT AND DEFEND the title to the said premises unto the said party of the second part, and unto its successors and assigns forever, against the lawful claims and demands of all persons whomsoever.

IN WITNESS WHEREOF, the said Ozark Museum of Natural History has caused these presents to be signed by its President, and corporate seal to be hereunto affixed, this the day and year first above written.

Ozark Museum of Natural History

By: Terry Chase
Terry Chase
President

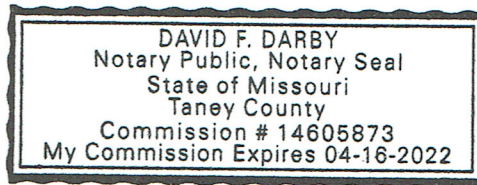
ACKNOWLEDGMENT
(Corporation)

STATE OF MISSOURI)
) ss.
County of Taney)

On this 11th day of Feb, A.D. 2019, before me personally appeared Terry Chase, to me personally known, who being duly sworn, did say that (s)he is the President of **Ozark Museum of Natural History**; that the seal affixed to this instrument is the corporate seal of said corporation [that the corporation has no seal]; and that the said instrument was signed and sealed in behalf of said corporation by authority of its Board of Directors and the said Terry Chase acknowledged said instrument to be the free act and deed of said corporation.

IN TESTIMONY WHEREOF, I have hereunto set my hand and affixed my official seal, at my office in said county and state, the day and year first above written.

David Darby
Notary Public County of Taney
My Commission expires 16 April 2022



**OZARK MUSEUM OF NATURAL HISTORY
A MISSOURI NONPROFIT CORPORATION**

CORPORATE RESOLUTION TO DONATE AND CONVEY REAL ESTATE

Terry Chase, President and Secretary of Ozark Museum of Natural History, a Missouri nonprofit corporation in good standing with the Missouri Secretary of State, certifies that the following is a true and correct copy of the resolution unanimously adopted by the Board of Directors of said Corporation, a quorum of its members being present at a regular meeting, held in the City of Cedar Creek, Taney County, Missouri on February 11 2019, and that the resolution has not been revoked by any subsequent action of the Board of Directors of said Corporation, but is still in full force and effect.

Be it resolved, that Terry Chase, the President and Secretary of said Corporation, is hereby authorized and directed, with full force and complete authority to perform any necessary act to donate and convey to Missouri State University Foundation, for no purchase price, the property in Taney County, Missouri commonly known as 446 Wolf Creek Road, Cedar Creek, Missouri.

**OZARK MUSEUM OF NATURAL HISTORY,
A MISSOURI CORPORATION**

BY Terry L. Chase
TERRY L. CHASE, PRESIDENT

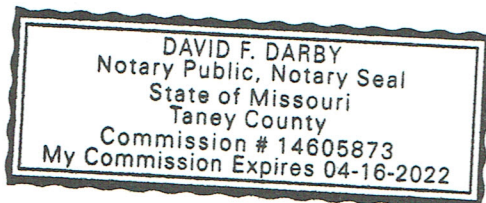
Attest:

Terry L. Chase
TERRY L. CHASE, SECRETARY

STATE OF MISSOURI }
COUNTY OF TANEY }

On February 11 2019, before me, the undersigned Notary Public, personally appeared Terry Chase, known personally to me to be the President and Secretary of Ozark Museum of Natural History, a Missouri nonprofit corporation, and stated that he, being authorized so to do, executed the foregoing instrument for the sole purpose contained therein, by signing the name of the Corporation by himself as President and Secretary of the Corporation.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.



David F. Darby
Notary Public

III.A.5.

RECOMMENDED ACTION: Approval of appointment of Mr. Jeff Coiner as Chief Information Officer at Missouri State University.

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

WHEREAS, the University desires to employ Mr. Jeff Coiner as Chief Information Officer at Missouri State University, and Mr. Coiner desires to accept such employment; and

WHEREAS, subject to Board approval, Mr. Coiner's employment will begin July 8, 2019, as a full-time, regular, administrative staff position with an annual salary of \$148,000.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors of Missouri State University hereby approves the appointment of Mr. Jeff Coiner as Chief Information Officer pursuant to the terms outlined in the appointment letter dated May 24, 2019, attached hereto.

COMMENTS:

Exhibit A – Appointment Letter dated May 24, 2019



Missouri State[™]

U N I V E R S I T Y

May 24, 2019

Jeff Coiner
116 Long Drive
Republic, MO 65738

Dear Jeff:

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

Your employment will be effective beginning on July 8, 2019. This position is a full-time regular, administrative staff position. Salary will be paid monthly by direct deposit at an annual base of \$148,000. Your salary will be subject to annual increases at a level consistent with the overall staff raise pool budgeted for each year. If you would rather start on an earlier date, please let me know.

You will be entitled to benefits and subject to policies applicable to University administrators as set forth in the *Employee Handbook*:

https://www.missouristate.edu/policy/G7_02_EmployeeHandbook.htm. Included in these benefits are 1) MOSERS retirement in the current amount of approximately 21.77%, which will be adjusted annually by MOSERS policy; 2) twenty days of annual vacation leave; 3) medical and dental benefits under the University's health care plan; and 4) other benefits included by the University for its employees.

As Chief Information Officer, you will be responsible for providing leadership and management to the units of the Information Services division and for system-wide planning, management, security, and coordination of the technology resources of the Missouri State System. You will be required to complete necessary forms for personnel records, and you will be required to take a pre-employment physical examination including a drug screening and TB test. The physical examination will be scheduled at the Magers Health and Wellness Center here on campus and will be scheduled by the Office of Human Resources.

In order to confirm your understanding and acceptance of this offer, I request that you sign below at the space indicated, note the date of your signature, and return the original document to me prior to May 31, 2019. Appointments to the staff of Missouri State University must have final approval of the Board of Governors.

Office of the President

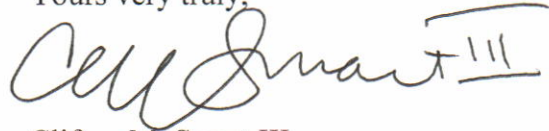
901 South National Avenue • Springfield, MO 65897 • 417-836-8500 • Fax 417-836-7669

www.missouristate.edu • president@missouristate.edu

Jeff Coiner
Page 2
May 24, 2019

I am looking forward to working with you on our administrative team and know you will be a great addition to that team. Please do not hesitate to contact me if you have any questions.

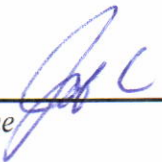
Yours very truly,



Clifton M. Smart III
President

rs
cc: Office of Human Resources

I wish to be recommended for appointment as Chief Information Officer of Missouri State University on the terms as set forth in this letter.

 5-30-19
Name Date

III.B.1.

RECOMMENDED ACTION: New Program: Bachelor of Science in Business Analysis

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

WHEREAS, many businesses employ professionals whose primary role is to bridge the IT functions of the firm with the business functions of the firm; and

WHEREAS, there is a significant demand for these professionals, who are usually referred to as either Business Analysts, Data Analysts, or Systems Analysts; and

WHEREAS, the Department of Information Technology and Cybersecurity is prepared to address this need by offering a new comprehensive major in Business Analysis with no additional cost.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for Missouri State University that the Bachelor of Science in Business Analysis be added to the programs of the Department of Information Technology and Cybersecurity.

VOTE: AYE _____

 NAY _____

EXECUTIVE SUMMARY:

The job market for individuals with the skill set required to fulfill this bridge role linking business processes, people and technology is strong. As an example, a recent search of Indeed.com revealed that there were over 3000 job openings in Missouri for professionals classified as either business analysts, data analysts or system analysts.

The proposed major will be comprehensive and interdisciplinary. Students will take courses designed to hone their skills in a variety areas. These areas include: Business Process and System Analysis Skills, Quantitative and Data Analysis Skills, Technical Skills, Stakeholder and Risk Management Skills, Project Management Skills, Communication Skills, and Business Foundation.

Because the new degree will utilize existing courses it will require no additional costs.

The department projects 20 students within the program during the first year with increasing interest leading to 100 students during the fifth year.

III.C.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.

FACULTY RESIGNATIONS:

<u>Name</u>	<u>Position/Department</u>	<u>Effective</u>
Tera Smith	Lecturer of Computer Graphics & Prog. West Plains Campus	5/31/2019

VOTE: **AYE** _____
 NAY _____

III.C.2.

RECOMMENDED ACTION - Approval of Actions Concerning Non-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 non-academic employees of the West Plains Campus, as itemized below, are hereby approved.

APPOINTMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
David S. York	Groundskeeper/General Maintenance WP Physical Plant	23	\$26,000 Annually	05/06/2019
Mike L. Gwaltney	Groundskeeper/General Maintenance WP Physical Plant	23	\$28,080 Annually	06/18/2019
Cory J. Neal	Director of Residence Life-WP WP Residence Life	42	\$45,000 Annually	06/17/2019
Elijah W.A. Bey	Custodian I WP Physical Plant	21	\$22,984 Annually	06/17/2019

RESIGNATION:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kenneth A. Moses	Assistant Basketball Coach WP Men's Athletics	04/30/2019

VOTE: **AYE** _____

NAY _____

III.C.3.

RECOMMENDED ACTION – Proposed Revisions to the Missouri State University-West Plains Faculty Bylaws

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

WHEREAS, the Missouri State University-West Plains Faculty Senate has voted to approve certain changes its Faculty Bylaws, which changes require approval by the Board of Governors; and

WHEREAS, the West Plains Administration and the West Plains Faculty Senate recommend that West Plains Faculty Bylaws be revised in accordance with the proposed revisions attached hereto.

NOW, THEREFORE, BE IT RESOLVED that the proposed changes to the West Plains Faculty Bylaws, which are attached hereto, are hereby approved by the Board of Governors in the form submitted.

VOTE: AYE _____

NAY _____

COMMENTS:

Proposed Changes to the West Plains Faculty Bylaws:

Article I: Faculty Senate

Section 2: Election of Officers of Faculty Senate

1. *Annual General Election of Officers of Faculty Senate*

The annual general election of officers shall be conducted at the May meeting.

Nominations for chairperson-elect and Secretary shall be submitted on or before April 15.

2. *Voting in Annual General Election*

a. *Method of voting.* Voting shall be by secret ballot. Ballots shall be prepared and distributed by the secretary, six (6) school days prior to the May Faculty Senate meeting. Voted ballots may be returned to the secretary prior to the vote at the May meeting.

b. *Counting Ballots.* The current chairperson and Secretary shall count the ballots and report the results of the election to the assembled body.

c. *Ties in Election.* In the case of a tie, a run-off election will occur at the May meeting.

3. *Terms of Service*

a. The chairperson-elect shall become chairperson after serving a one-year term.

b. The secretary shall serve a one-year term and shall be eligible to serve two consecutive terms, but following the second term shall not be eligible to serve until after the lapse of an intervening year.

4. *Removal of Executive Committee from office*

The removal of a Chair, Chair-Elect, or Secretary of the Faculty Senate from office is initiated by submitting a petition signed by at least 25% of the voting Faculty Senate membership; at that time the issue shall be placed on the agenda of the next regularly scheduled Faculty Senate session. The office will become vacant if a two-thirds vote approves the motion to remove the officer and such votes account for at least a majority of the voting senate.

4.5. *Filling Vacancies of Officers*

a. In case a vacancy occurs in the office of chairperson, the chairperson-elect shall become chairperson.

b. In case a vacancy occurs in the office of chairperson-elect, the Faculty Senate shall elect a new chairperson-elect at the next meeting of the Faculty Senate. Notification of the pending election shall be made as a part of the agenda for the meeting.

c. In case a vacancy occurs in the office of secretary, the Faculty Senate shall elect a new Secretary at the next meeting of the Faculty Senate. Notification of the pending election shall be made as part of the agenda for the meeting.

5.6. *Time for Taking Office*

Newly elected officers of the Faculty Senate shall take office following the Spring Commencement.

6.7. Election of Student Representative

The representative of the Student Government Association (SGA) shall be chosen in a manner deemed appropriate by the SGA.

7.8. Term of Service for Student Representative

The student representative shall serve a one-year term but may serve two (2) consecutive terms.

8.9. Election of Per-Course Representative

At the beginning of the fall semester, the per-course faculty shall elect a voting representative to the Faculty Senate. The Faculty Senate Executive Committee will seek nominees/volunteers and conduct the election. There shall be no limit to the number of terms this representative may serve.

Article I: Faculty Senate

Section 3: Duties of the Officers of the Faculty Senate

Subsection 4

4. The Executive Council

The elected officers of the Faculty Senate shall serve as the Executive Council of the Faculty Senate. The duties of this council shall include:

- a. Participating in the curricular process as described in Article II, Section 4.
- b. Advising the chairperson of the Faculty Senate in preparing the agenda for meetings of the Faculty Senate.
- c. Assisting in the supervision of the working of the Faculty Senate in such manner as directed by the Faculty Senate or by the chairperson.
- d. Preparing, revising, and supervising the use of forms in the Faculty governance process.
- e. Providing a forum to facilitate communication between the Faculty Senate and the administration.

f. Appointing either a member of the Executive Council or a member of the Faculty Senate to serve as Parliamentarian.

Article 1: Faculty Senate

Section 4: Meetings of the Faculty Senate

1. Schedule

In addition to the organizational meeting of the Faculty Senate, the Faculty Senate shall be scheduled to meet bimonthly at least once a month during the academic year at a time and place fixed by the Faculty Senate. A specific Faculty Senate meeting may be omitted if

agenda items do not justify a meeting. The Faculty Senate shall meet at other times (including the summer session) upon the call of the chairperson or a chairperson-designate, upon the written request to the chairperson of a simple majority of the voting members of the Faculty Senate, or upon the written request of the chancellor or the Board of Governors. The chairperson shall schedule a requested meeting within five (5) school days after receipt of the request.

2. *Attendance*

Subject to the provisions below, and any accommodations due to a disability, all full-time faculty members are expected to regularly attend and actively participate in all meetings of the Faculty Senate and its established committees to which they are appointed. A faculty member who cannot attend meetings for an extended period of time should notify the Faculty Senate Secretary, their Division Chair, and the Academic Dean so that they will not be counted in the quorum calculation.

Meetings of the Faculty Senate and its established committees shall be open to members of the Board of Governors, the administration, the Faculty and the student body and to others by invitation of the chairperson.

If extenuating circumstances prevent physical attendance, a faculty member may attend a Faculty Senate meeting electronically if appropriate and adequate arrangements are made with the Faculty Senate Secretary.

3. *Quorum*

The minimum number of voting members of the faculty Senate who must be present at a properly called meeting in order to conduct business shall be a majority of the current eligible voting faculty membership. See section 1.5 of the Faculty Handbook for the definition of voting members. The office of Academic Affairs will supply the Faculty Senate Chair with the official number of voting members by August 15th.

~~54.~~ *Agenda*

- a. A Faculty Senate meeting agenda shall be sent to each member of the Faculty Senate, the academic dean and the chancellor at least three days prior to the meeting. The agenda may be amended at the Faculty Senate meeting by the approval of a simple majority of the voting members present. Once approved, a two-thirds vote of the voting members present will be required to make any change to the agenda.
- b. Any proposal to be voted on at a Faculty Senate meeting shall be submitted to each Senator at least ten days prior to the meeting in which it is on the agenda. Proposals, if at all possible, should be presented in written form. It is also desirable for proposals and resolutions to be developed and perfected by one of the Faculty Senate's Standing Committees prior to being presented to the Faculty Senate.

c. Proposals for Faculty Senate action which have not been previously distributed as part of the agenda may be considered at the Faculty Senate meeting ~~with an approving vote of two-thirds of the entire Faculty Senate~~ in one of two ways:

1. with an approving vote of two-thirds of the entire Faculty Senate; or
2. with a simple majority vote of the voting members present, the proposal(s) may be tabled for a vote to be held during a special Faculty Senate Meeting within 10 to 14 days. The Faculty Senate Secretary will notify all voting members of the day and time of this special meeting and will supply the proposal(s) in writing.

This does not change the procedure for approving amendments to bylaws as described in Article III of these bylaws.

e.d. The agenda of all Faculty Senate standing committees shall be submitted to the chairperson at the time a request for publication of an announcement of the meeting is made.

Article 1: Faculty Senate

Section 6: Committees of the Faculty Senate

1. Standing Committees

a. ~~Curriculum Committee~~ shall meet monthly to review curricular proposals (e.g. ~~associate degree proposals, changes, additions, and/or deletions of courses, etc...~~ course, certificate, or program additions, revisions, or deletions) and submit recommended proposals to the Faculty Senate. Membership shall consist of ranked faculty members as appointed by the chairperson of the Faculty Senate and ad hoc members to include the Registrar and Coordinator of Student Services Systems. In addition, the Student Government Association will be invited to appoint a non-voting student representative.

~~a. Library Advisory Committee shall be met at least twice a year to review library holdings, recommend new purchases, review policies, etc.~~

~~Members shall consist of the head librarian (serving as chairperson) and ranked faculty members appointed by the chairperson of the Faculty Senate.~~

~~b. Advisement and Academic Coaching Center for Empowering Student Success Advisory Committee (AACCESS) shall meet at least twice a year to review policies, recommend additional services, determine workshop to offer, etc.~~

~~Members shall consist of the director of developmental education (serving as chairperson) and faculty members appointed by the chairperson of the Faculty Senate.~~

~~b.c.~~

~~e.d. Academic Concerns Committee shall meet prior to each semester to hear appeals of student academic suspension. In addition, the committee shall meet as needed to discuss individual student academic problems.~~

~~Membership shall consist of ranked faculty members as appointed by the chairperson of the Faculty Senate. In addition, the coordinator of the office of registration and records will be invited to serve as a non-voting member.~~

~~b. e. Faculty Evaluation Committee shall annually review the policies and procedures for evaluation of faculty and submit recommended changes to the Faculty Senate discharge the following duties:~~

- ~~1. Annually review all policies, procedures, and instruments for evaluation of faculty and submit recommended changes to the Faculty Senate;~~
- ~~2. Set dates for student evaluations of faculty and advisors (in consultation with the Office of Academic Affairs).~~

Membership shall consist of ranked faculty members as appointed by the chairperson of the Faculty Senate. In addition, the Student Government Association will be invited to appoint a non-voting student representative.

~~b.c. f. Assessment Committee shall work with campus constituencies to: systematically collect, examine, and interpret qualitative and quantitative data about student learning and use that information to document and improve student learning.~~

- ~~1. - Develop assessment process to better evaluate student learning at the course, program and institutional level;~~
- ~~2. Inform and cooperate with the full Faculty Senate and the Curriculum Committee on all assessment processes;~~
- ~~3. Guide, and administer the Academic Program Review process each semester with the assistance of the Academic Affairs Office;~~
- ~~4. Monitors programs for financial viability and works with administration in program review budget inquiries;~~
- ~~5. Collect and evaluate graduate assessment data;~~
- ~~6. Document and share with campus constituents, assessment data each year.~~

Membership shall consist of ranked faculty members, serving three-year rotating memberships, as appointed by the chairperson of the Faculty Senate in addition to the following: One third of the committee membership will be appointed each year. In addition, the following will be invited to serve as ad-hoc committee members:

- i. Coordinator of Institutional Research

- ii. Coordinator of ~~the Student Advisement and Academic Support Center~~
Testing Center
- iii. ~~Head Librarian—iv~~ Special Projects Coordinator/Assistant to the
Chancellor—Assistant Dean of Academic Affairs
- iv. A member of the Student Government Association (non-voting)

- d. ~~g.~~ *Faculty Handbook Revision Committee* shall ensure the Faculty Handbook reflects the policies and procedures as agreed to by the Faculty Senate and approved by the administration and Board of Governors.

Membership shall consist of ranked faculty members as appointed by the chairperson of the Faculty Senate. In addition, the Student Government Association will be invited to appoint a non-voting student representative.

~~d. *Developmental Education Committee* shall advise on assessment and curriculum regarding developmental education; review and recommend innovative and effective pedagogy, practices and policies; and provide guidance on coordination of the developmental education efforts on our campus. They shall meet monthly with various campus constituencies to discuss various curricular and program modifications and will make recommendations to the Faculty Senate.~~

~~Membership shall consist of ranked faculty as appointed by the chairperson of the Faculty Senate. The academic dean, the coordinator of the student advisement and academic support center and the math and writing specialists will be invited to serve as ad hoc members. All other faculty including per course, should feel free to attend the meetings of this committee. In addition, the Student Government Association will be invited to appoint a non-voting student representative.~~

- e. *Public Affairs Committee* shall create and/or promote events, activities, and related programs on our campus with the goal to promote ethical leadership, cultural competence, and community engagement.

Membership shall consist of ranked faculty members as appointed by the chairperson of the Faculty Senate. In addition, the Student Government Association will be invited to appoint a non-voting student representative.

2. *Ad Hoc Committees*

To carry on the work of the Faculty Senate, ad hoc committees may be organized from time to time on the initiative of the chairperson or as directed by the Faculty Senate.

a. Purpose

Upon activation of a specific committee, the chairperson of the Faculty Senate shall

prepare a specific charge for the committee and include the form and timing of the response requested.

b. Membership appointed by the chairperson.

c. Reporting of Committees

The chairperson of each Faculty Senate Committee shall report directly to the chairperson of the Faculty Senate, and, normally, the chairperson of the committee shall present a committee report when it is on the agenda for a meeting of the Faculty Senate.

1. *Committee Chairs and Co-Chairs:*

Committee Chairs and co-chairs shall be appointed by the Faculty Senate Chair. Chairs may serve indefinitely, but at the beginning of each academic year, the incoming Faculty Senate Chair has the option to appoint a new chair.

Article II: Curricular Process

Section 1: Responsibility for Curricular Matters

The responsibility for ~~dealing with~~ curricular matters ~~of at~~ Missouri State University-West Plains is assigned to the Faculty Senate of Missouri State University-West Plains by the Board of Governors. Faculty action in curricular matters is subject to approval and implementation by the academic dean, the Chancellor and where necessary by the Board of Governors. The Curriculum Committee meets the third week Friday of each month when classes are in session unless holidays pre-empt it or an additional meeting is needed.

Section 2: Structures in Curricular Process

Curricular matters shall be acted upon by the Curriculum Committee. Proposals originate with ranked faculty who have curricular responsibility for the course, certificate, or program under consideration. Proposals move from that faculty member to the division chair for initial approval. If approved, they are forwarded to the Curriculum Committee for consideration no later than 5 pm on the second Friday of the month.

Section 3: Responsibility of the Secretary of the Faculty Senate

1. The Secretary of the Faculty Senate shall receive approved curricular proposals from ~~both~~ the Curriculum Committee.
2. The approved curricular proposals from both the Curriculum Committee and the Faculty Senate shall be given by Secretary to the Faculty Senate Chair for signature.
3. Signed, approved curricular proposals shall then be forwarded by the Secretary to the ~~chancellor~~ academic dean.

Section 4: Responsibility of Executive Committee of the Faculty Senate

The Executive Committee shall have authority to recommend to the Faculty Senate new curricular programs or alterations (including deletion or addition) to existing courses or programs which have been proposed by the Curriculum Committee.

Section 5: Responsibility of Faculty Senate

The Faculty Senate shall consider and take action only on those curricular proposals acted upon by the Curriculum Committee.

Section 6: Responsibility of Administration

All curricular actions approved by the Faculty Senate or through its established bodies shall be forwarded to the academic dean by the secretary.

III.D.1.

RECOMMENDED ACTION - Approval of Procurement Activity Report

The following 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 1, 2019 through June 5, 2019 be approved.

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

FOR APPROVAL

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

**Periodicals, S1 Domestic Origin \$475,000.00
Meyer Library (Estimated)**

Recommend approval of Contract C4969-1 with Otto Harrassowitz, for the purchase of Class S1 Periodicals for the period July 1, 2019 through June 30, 2020. **Subject to continued satisfactory performance, the University will continue to exercise the third available annual renewal of six renewal options.** Contract prices and mailing services will remain the same as during the original contract period.

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

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

**Periodicals, S2 European Origin \$790,000.00
Meyer Library (Estimated)**

Recommend renewal of Contract C6623-1 with Otto Harrassowitz, for the purchase of Class S2 Periodicals for the period July 1, 2019 through June 30, 2020. This is the fifth of six available renewal options, and **subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewable options.** Contract prices and mailing services will remain the same as during the original contract period.

Note: Funding to be from the ongoing operational budgets.

**ACTIVITY REPORT
PAGE TWO**

Single Feasible Source > \$250,000

Public Broadcasting Service Membership Dues **\$625,000.00**
Broadcast Services – Ozarks Public Television (OPT) **(Estimated One Year)**

Recommend approval to process payment for FY20 to Public Broadcasting Service (PBS) as a single feasible source.

Each year, PBS programming fees are calculated based on a formula that accounts for OPT's fundraising totals in the prior two-year period.

Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

PBS provides Ozarks Public Television with prime-time programming, daily children's shows, and *PBS Newshour*.

Membership with PBS is required in order to provide programs that are distributed as part of the Public Broadcasting Service. Affiliates may identify themselves by using the PBS logo, which is a registered trademark of PBS.

Note: Funding to be from ongoing operational budgets.

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

Buildings and Contents Insurance **\$878,623.00**
All Campuses **(Estimated One Year)**

Recommend approval to process payment to Marsh USA, Incorporated, for the buildings and contents insurance premium and service fees for the period July 1, 2019 through June 30, 2020.

Coverage is negotiated by the Midwestern Higher Education Compact (MHEC), as provided through Missouri statute 173.700, and is cooperatively administered by MHEC's Master Property Program (MPP) on behalf of higher education institutions in eleven member states. Added value to the process results from program involvement by a representative from the State of Missouri Office of Risk Management. All public universities in Missouri participate in this program.

**ACTIVITY REPORT
PAGE THREE**

As approved by the Board on May 18, 2017, subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

Benefits include significant market leverage, program rates that typically benchmark below industry averages, spread of risk, and the sharing of losses.

The aggregate annual premium is impacted by factors that include current insurance market conditions, recent loss history for the consortium as a whole, members' risk profiles, and building valuations by institution. Further, an additional layer of dollar coverage was added in the past to accommodate the increase in building valuations resulting from new construction and renovation. The total current valuation for the University's buildings and contents is approximately \$2,000,000,000.00.

Established in 1994, the Master Property Program's goal is to leverage economies of scale to broaden property insurance coverage, reduce premium rates, and encourage improved asset protection strategies for colleges and universities in the Compact. Marsh USA, Incorporated, is a leading world insurance broker and strategic risk advisor.

Note: Funding to be from ongoing operational budgets.

FOR INFORMATIONAL PURPOSES ONLY

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

Furniture **\$112,886.00**
Woods House **(Estimated)**

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, recommend approval to utilize NIPA Cooperative Contract R142213 for OFS and E & I Cooperative Contract CNR01146 for Steelcase with Scott Rice Office Interiors.

The project is for Woods House Phase II renovation lounge areas and meeting spaces on the first and tenth floors of the building.

Contractor	Buying Cooperative	Contract	Amount
Steelcase	E&I Cooperative	CNR01146	\$ 56,486.00
OFS	National IPA	R142213	\$ 56,400.00
Total			\$112,886.00

**ACTIVITY REPORT
PAGE FOUR**

Note: Funding to be for Woods House Phase II Renovation from Residence Life Reserves X06025.

Single purchase > \$100,000 that was competitively bid

Booklet Maker **\$147,606.00**
Printing and Postal Services

In response to required advertising, one bid was received for a booklet maker for Printing and Postal Services. An award was made to Corporate Business Systems as the only respondent.

The booklet maker will be used to produce variable data one-to-one marketing booklets for the recruitment of new students. It will evaluate printed material and assure pages and cover are matched to the correct recipient, and it will also be used for other less complicated booklet production within Printing and Postal Services.

Note: Funding to be from the FY19 operational budget.

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

LED Lighting Upgrade – Bear Park South **\$152,631.30**
Facilities Management

Pursuant to University policy, which allows the University to participate in contract agreements established by other public entities, E & I Cooperative Contract EV2370 with Graybar has been utilized for an LED Lighting Upgrade for the Bear Park South Parking Garage.

Benefits include energy efficiency for lower operating cost, increased lumen output for safety, and enhanced aesthetic value for a more positive student and community experience.

Cost savings resulting from an estimated 71.40% energy usage reduction are projected to be approximately \$19,318.00 annually.

Note: Funding to be from Student Security Fund E02035 and Student Sustainability Fund E02588.

**ACTIVITY REPORT
PAGE FIVE**

Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale

Virtual Campus Tour **\$162,000.00**
Office of Admissions **(Three-Year Agreement)**

The campus virtual tour represents an experience designed to deliver interactive and virtual reality content to prospective students and others.

Adding a highly interactive virtual experience to the University's marketing and recruitment efforts provides the opportunity to increase the number of visitors, both in-state and out-of-state, who engage with the University while exploring their college options and academic interests.

Users will have the ability to visit the virtual tour to become familiar with the campus and submit an inquiry form to request additional information.

The Office of Admissions will receive a data analytics portal to track tour engagement, and it will have the ability to share virtual tour content and data with the Customer Relationship Management (CRM) system for recruitment purposes. Analytics will provide the University with another source for potential students, and will provide analysis of tour content to identify opportunities to improve the experience over time.

Based on proprietary technologies utilized in the design and delivery of a virtual tour experience, only the selected vendor offers an interactive experience with walk-to/walk-through scenes that give the user the ability to engage with video of living scenes within a 360 degree recording. A further feature is the ability to embed interactive content within the scenes. Included in the agreement is a specific College of Business virtual tour of Glass Hall.

After review and demonstrations by YouVisit, as well as CampusTours, Incorporated and Concept3D Reconnect, an agreement was executed with YouVisit.

Note: Funding to be from Undergraduate Recruitment Service Agreement Software and Hardware A02000-082018-73421-057.

**ACTIVITY REPORT
PAGE SIX**

Single Feasible Source > \$100,000

National Public Radio Program Fees **\$194,000.00**
Broadcast Services – KSMU Radio **(Estimate One Year)**

Recommend approval to process payment to National Public Radio (NPR) as the single feasible source for FY20 programming membership fees for the period of October 1, 2019 through September 30, 2020.

Subject to ongoing need and satisfactory performance, future annual payments will be made on a continuing basis.

NPR is the sole distributor of the following programs aired on KSMU Radio: *Morning Edition*, *All Things Considered*, *Fresh Air*, and *Here and Now*. These programs are established parts of KSMU's broadcast schedule.

Note: Funding to be from ongoing operational budgets.

Other purchases at the discretion of the Director of Procurement Services with approval from the Chief Financial Officer or President, with description of the rationale

Charter Air Transportation Services **\$235,489.00**
Intercollegiate Athletics – Football **(Estimated)**

In response to required advertising to provide charter air transportation services for three (3) trips for the football team for the 2019 season, five (5) bids were received. Minimum seating capacity required is 120. Cost/Price results for all trips were as follows.

Air Fax, Incorporated	\$233,935.00
Air Charter Services (Incumbent)	\$235,489.00
Air Planning, LLC	\$274,864.00
Private Jet Services Group	\$291,575.00
PASS Charters	\$295,581.80

Recommend award to Air Charter Services for an estimated cost of \$235,489.00.

Based on past service, payment terms, and reliability Air Charter Services is determined to be the best overall value.

ACTIVITY REPORT
PAGE SEVEN

Note: Funding to be from the FY20 operational budget.

III.D.2.

MISSOURI STATE UNIVERSITY

RECOMMENDED ACTION - Approval of rental rates for space in the Kenneth E. Meyer Alumni Center for various departments and University related offices.

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

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 2019-2020 fiscal year.

BE IT RESOLVED by the Board of Governors for Missouri State University that the 2019-2020 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, 2019 - June 30, 2020 with the owner of this building, the Missouri State University Foundation.

VOTE: **AYE** _____
 NAY _____

COMMENTS:

Development and Alumni Relations	20,372 sq. ft.	\$ 9.50
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	\$ 9.50
Office of Visual Media	1,965	\$ 9.50
University Advancement	3,200	\$11.00
Learning Diagnostic Clinic/Assessment Center	2,666	\$ 9.50
Mail Room and Vending	420	\$ 9.50
Missouri State Outreach	2,339 x	\$ 9.50
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 \$9.50	36,279	\$ 344,650.50
	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	\$ 535,764.50

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 21, 2019

LEASE AGREEMENT

This Lease made this 21st day of June, 2019, 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, 2019 (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, 2020 ("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 nine dollars and fifty cents (\$9.50) 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 thirty five thousand seven hundred sixty four dollars and fifty cents (\$535,764.50), commencing July 1, 2019.

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 any and all liabilities of every kind and description which may arise out of or be connected with the alterations or additions. Tenant shall pay the cost of all such alterations and additions and also 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 completely 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 of 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, as the case may be, 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: In the event that 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 time 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, as the case may be, 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

By: _____
Brent Dunn
Executive Director

ATTEST:

**MISSOURI STATE UNIVERSITY
"Tenant"**

Kristan Gochenauer, Secretary

By: _____
Gabriel E. Gore
Chair of the Board

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 so as 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 or not 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 with regard to 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 any floor where a tenant has an outside entryway;
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 Activity Report for the month of May 2019.

The following 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 the month of May 2019, as presented by Planning, Design & Construction, be accepted and approved.

VOTE: **AYE** _____

NAY _____

COMMENTS:

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

It is recommended that the attached report be accepted.

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

May 2019

This report documents activities managed by Planning, Design & Construction for the month of May 2019. The projects listed here are greater than \$100,000.00 and did not exceed a project budget of \$250,000.00. Those project bids, notices to proceed, and activity on consultant contracts are listed on this activity report.

May 13, 2019

**Phase II Floor Renovation,
Kings Street Annex**

**Project Budget
\$142,700.00**

Bids were received for the replacement of flooring on the third floor and all stairs of Kings Street Annex. A notice to proceed was issued to Oke-Thomas + Associates, Inc. in the amount of \$63,700.00.

The bids received on this project are as follows:

Contractor	Base Bid
Oke-Thomas +Associates, Inc.	\$63,700.00
Carson-Mitchell, Inc.	\$84,638.00
Bales Construction Company, Inc.	\$118,800.00

The project budget has been established as follows:

Project Budget	
Consulting Fees	\$8,000.00
Construction Contracts	\$63,700.00
Project Administration	\$6,000.00
Construction Contingency	\$45,000.00
Furniture, Fixtures, and Equipment	\$20,000.00
Telecommunications	\$0.00
Relocation Costs	<u>\$0.00</u>
Total Project Budget	\$142,700.00

This project is being funded by the FY19 Maintenance and Repair – Operating budget.

III.E.2.

RECOMMENDED ACTION - Approval of a resolution granting an underground facilities easement to the Southwestern Bell Telephone Company.

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

WHEREAS, the Southwestern Bell Telephone Company has been requested to relocate the service lines to a lower elevation for purposes of constructing a new storm water box culvert near the site of the planned IDEA Commons expansion; and

WHEREAS, this improvement requires an underground facilities easement on Missouri State University property.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors of Missouri State University that the underground facilities easement, copies attached, be approved, subject to the terms and conditions set forth therein.

BE IT FURTHER RESOLVED that the Vice President for Administrative Services be authorized to sign the easements, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement.

VOTE: **AYE** _____

NAY _____

COMMENTS:

Southwestern Bell Telephone Company (AT&T) is needing to relocate service lines near the site of the planned IDEA Commons expansion to allow for the construction of a storm water box culvert. The service lines are located on Missouri State University property.

University staff has worked with Southwestern Bell Telephone Company and The Vecino Group (the developer for the planned IDEA Commons expansion) in the development of this agreement and have found the proposed easement to be acceptable.

The easement has been reviewed and approved by University counsel.

SOUTHWESTERN BELL TELEPHONE COMPANY

EASEMENT FOR UNDERGROUND FACILITIES

THE STATE OF MISSOURI

§

§

KNOW ALL PERSONS BY THESE PRESENTS:

COUNTY OF GREENE

§

THAT THIS EASEMENT AGREEMENT is entered into by the undersigned, Board of GOVERNORS, MISSOURI STATE UNIVERSITY, [hereinafter referred to as "GRANTOR" (whether one or more)], and SOUTHWESTERN BELL TELEPHONE COMPANY, a Delaware corporation, (hereinafter referred to as GRANTEE"), wherein GRANTOR, in consideration of the sum of TEN AND NO/100 (\$10.00) DOLLARS, and other good and valuable consideration, receipt of which is hereby acknowledged, does by these presents, GRANT, BARGAIN AND SELL, CONVEY AND CONFIRM unto GRANTEE, its affiliates and subsidiaries, and their successors, assignees, lessees, licensees and agents (hereinafter collectively referred to as "GRANTEE"), a permanent easement (hereinafter referred to as the "Easement") as described herein below for the purposes hereinafter set forth, upon, across, over, above, under and within a strip of land of variable width, across GRANTOR'S tract of land located in Greene County, Missouri, (hereinafter called "the Property"), and described as follows, to wit:

See Description and Sketch attached as Exhibits "A" & "B"

This agreement does not constitute a conveyance of the Property, nor of the minerals therein and thereunder, but grants only an Easement subject to the following:

(a) This Easement is granted for the purpose of permitting GRANTEE to construct, operate, maintain, protect, repair, relocate, upgrade, replace, and remove such underground communications, data, video and information systems and lines, circuits, and conduits, together with such other appurtenances thereto (collectively, the "Facilities"), as GRANTEE may from time to time require upon, across, over, above, under and within the Easement.

UNDERGROUND FACILITIES EASEMENT – MISSOURI
Ver.5.09

(b) GRANTOR further conveys to GRANTEE the following incidental rights and powers: the right of pedestrian and vehicular ingress to and egress from said Easement utilizing reasonable routes across the Property, including but not limited to the right to use existing and future roads, parking lots, entrances and exits and all other paved areas of the Property; the right to drain or sheet flow storm water runoff from the Easement onto the Property and/or into existing and future storm water collection and drainage facilities located within the Property; the right to clear and keep cleared trees, brush, and all other obstructions from the surface and subsurface of said Easement; the right to place on the surface of the Easement manholes, cable risers, connector terminals, repeaters, testing terminals and route markers; the right to construct, operate and maintain, or license others to do so, service lines for electric power; and, the right to install, maintain, and use gates in fences which cross said Easement.

(c) GRANTOR, its/their successors and assigns, shall have the right to use the surface of the Easement herein granted insofar as such use does not, in the reasonable judgment of the GRANTEE, impair, interfere with or obstruct the use of the Easement by GRANTEE, or its successors and assigns. GRANTOR hereby covenants that no excavation, building, structure or other obstruction will be constructed, erected, built or permitted on surface of the Easement and no change will be made in the grade, elevation or contour of the Easement, nor any tree planted thereon, without the prior written consent of GRANTEE, which consent will not be unreasonably denied, delayed or conditioned.

(d) During the period of installation, removal or replacement of the Facilities by GRANTEE within the Easement herein granted, GRANTEE shall have the right to use as temporary construction easements so much of the surface of the Property as may be reasonably necessary for GRANTEE'S construction, installation, removal or replacement of said Facilities. Following the initial installation of GRANTEE'S Facilities, and also after any later activities by GRANTEE which affect the Property, GRANTEE shall promptly restore the grounds affected thereby to as nearly as practicable the same condition that existed prior to such activity.

(e) The Easement granted hereby is subject to all valid and subsisting oil, gas, sulfur, and mineral leases, unitization agreements, deeds, easements, rights-of-way, restrictive covenants, mineral and royalty grants and reservations, or other instruments now of record which affect the Easement.

(f) GRANTOR warrants that he/she/they are the owners of the Property occupied by the Easement herein granted, and that GRANTOR has the right to make this conveyance and receive the consideration therefor. GRANTOR covenants that GRANTEE may quietly enjoy the Easement for the uses herein stated. In addition, GRANTOR hereby warrants and represents he/she/they have no knowledge of the existence of past or present production, storage, treatment or disposal of any toxic or hazardous waste or substance, or of hazardous/toxic waste contamination conditions applicable to either the Easement or the Property.

(g) NOTWITHSTANDING ANY PROVISION OF THIS EASEMENT TO THE CONTRARY, IN NO EVENT SHALL EITHER PARTY BE LIABLE TO THE OTHER PARTY FOR ANY SPECIAL, INCIDENTAL, INDIRECT, PUNITIVE, RELIANCE OR CONSEQUENTIAL DAMAGES, WHETHER FORESEEABLE OR NOT, INCLUDING, BUT NOT LIMITED TO, LOSS OF PROFITS OR REVENUE, COST OF CAPITAL, COST OF REPLACEMENT SERVICES, OR CLAIMS OF ANY OTHER THIRD PARTIES, OCCASIONED BY ANY CAUSE WHATSOEVER, INCLUDING, WITHOUT LIMITATION, BREACH OF CONTRACT, BREACH OF WARRANTY, NEGLIGENCE OR STRICT LIABILITY.

UNDERGROUND FACILITIES EASEMENT – MISSOURI
Ver.5.09

(h) GRANTEE hereby agrees to save and hold harmless the GRANTOR from and against any and all claims, demands, or causes of action of whatever nature, asserted by others which are caused by or arise in any manner out of acts or omissions of GRANTEE, its employees, or any other persons acting under its control, in the use and occupancy of the Easement herein granted.

(i) GRANTEE and GRANTOR hereby agree that this easement is contingent upon GRANTEE'S construction of Facilities in accordance with GRANTEE'S Plan A01D9G6 such that top of GRANTEE'S Facilities are below elevation of 1255.0 feet (North American Vertical Datum 1988) along GRANTEE'S alignment from Station 1+50 to Station 3+25, as shown on GRANTEE'S Plan A01D9G6.

TO HAVE AND TO HOLD the above described Easement, together with all and singular the rights and appurtenances thereto belonging, unto GRANTEE, its successors and assigns, forever, and GRANTOR does hereby bind its self, and its heirs and assigns, to warrant and forever defend all and singular the Easement unto GRANTEE and its successors and assigns, against every person whomsoever lawfully claiming or to claim the same, or any part thereof.

SIGNED AND EXECUTED this _____ day of _____, 20__.

Grantor: BOARD OF GOVERNORS, MISSOURI STATE UNIVERSITY

By: _____

Title: _____

ACKNOWLEDGMENT

THE STATE OF MISSOURI
COUNTY OF GREENE

BEFORE ME, the undersigned authority, on this day personally
appeared _____, known to me to be
the person whose name is subscribed to the foregoing instrument as
_____ for the Board of Governors, Missouri State University,
a Public Institution of Higher Education, and acknowledged to me that he executed the same
for purposes and considerations therein expressed in the capacity stated, and as the act and deed
of Board of Governors, Missouri State University.

Given under my hand and seal of office this the _____ day of _____,
20__.

Notary Public in and for the State of _____

My Commission Expires: _____

EXHIBIT A

A PERPETUAL UTILITY EASEMENT:

All that part of the Southwest Quarter (SW¼) of the Southwest Quarter (SW¼) of Section 13, Township 29 North, Range 22 West, in the City of Springfield, Greene County, Missouri, being a part of Minor Subdivision #2720, a subdivision recorded in Book 2081 at Page 663, in the Greene County Recorder's Office and being a part of the following tracts of land recorded in the Greene County Recorder's Office in Book 2009 at Page 23561-09 and Book 2009 at Page 39458-09 and being more particularly described as follows:

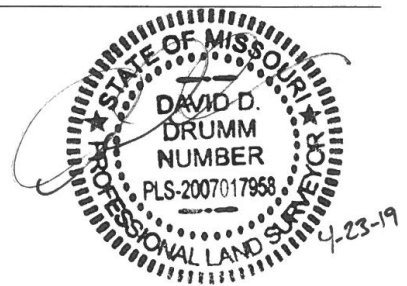
COMMENCING at the Southeast Corner of Phelps Street and Boonville Avenue, said point also being the Northwest Corner of a tract of land recorded in Book 2009, at Page 39458-09; thence S00°38'31"E (South, deed), along the East right-of-way line of Boonville Avenue, also being the West line of said tract of land recorded in Book 2009 at Page 39458-09, a distance of 42.96 feet (43.00 feet, deed) to the Northwest Corner of McNulty's Subdivision, a subdivision recorded in Plat Book E, at Page 10, in the Greene County Recorder's Office; Thence S89°07'16"E (East, deed), along the North line of Lot 5, of said McNulty's Subdivision, also being the South line of said tract of land recorded in Book 2009 at Page 39458-09, a distance of 274.51 feet (274.40 feet, deed), to an existing 60D nail marking the Northeast Corner of Lot 5; thence continuing along an extension of the North line of Lot 5, S89°07'16"E, a distance of 2.41 feet for a point of beginning; thence N01°22'25"E, a distance of 50.59 feet to a point on the South right-of-way-line of Phelps Street; Thence N89°39'12"E, along the South right-of-way line of Phelps Street, a distance of 20.01 feet; thence S01°22'25"W, leaving the South right-of-way line, a distance of 290.40 feet; thence S30°54'04"W, a distance of 12.75 feet; thence S01°39'42"W, a distance of 22.53 feet to a point on the North line of the St. Louis and San Francisco Railroad (aka: Mill Street), as per the deed recorded in Book 460 at Page 273, in the Greene County Recorder's Office; thence N89°22'47"W, along the North line of the St. Louis and San Francisco Railroad (aka: Mill Street), a distance of 20.00 feet; thence N01°39'42"E, leaving said North line, a distance of 28.11 feet; thence N30°54'04"E, a distance of 12.70 feet; thence N01°22'25"E, a distance of 154.29 feet, to the South line of a tract of land recorded in the Greene County Recorder's Office in Book 2019 at Page 2044-19; Thence S89°07'16"E, along said South line, a distance of 7.17 feet to the West line of said tract of land recorded in the Greene County Recorder's Office in Book 2081 at Page 663 and the centerline of vacated Robberson Avenue (aka: Peach Alley); Thence N01°34'41"E, along said West line and the West line of said tract of land recorded in the Greene County Recorder's Office in Book 2009 at Page 39458-09, a

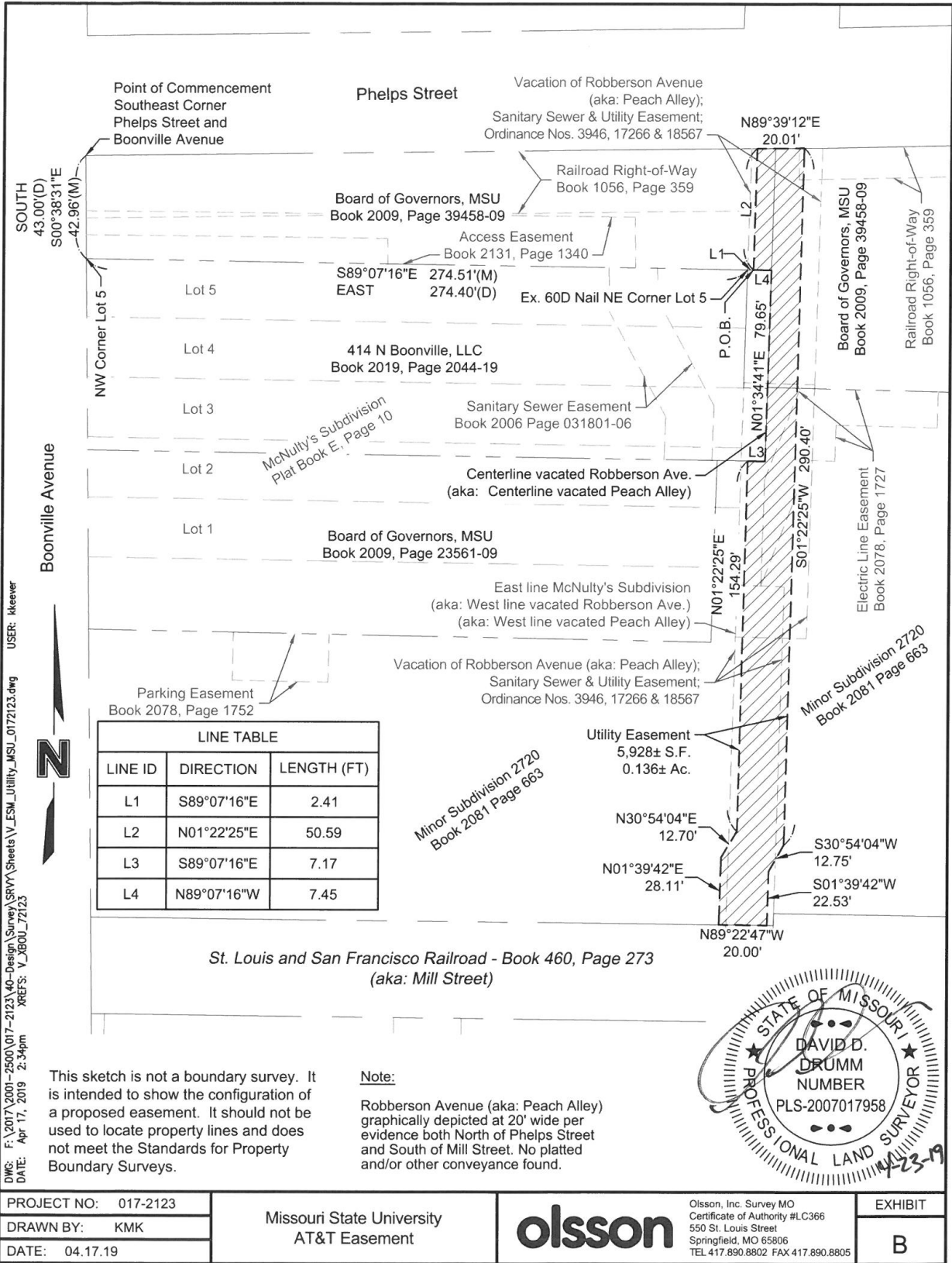
Prepared by: Olsson, Inc.
Survey MO Certificate of Authority #LC366
550 St. Louis Street
Springfield MO 65806
Tel 417.890.8802
Prepared for: Missouri State University
Project No.: 017-2123

EXHIBIT A

distance of 79.65 feet, to the North line of the extension of said Lot 5; Thence N89°07'16"W, along said extension, a distance of 7.45 feet to the point of beginning. Containing 5,928 square feet, more or less, and subject to any rights-of-way, easements, and restrictions of record.

Prepared by: Olsson, Inc.
Survey MO Certificate of Authority #LC366
550 St. Louis Street
Springfield MO 65806
Tel 417.890.8802
Prepared for: Missouri State University
Project No.: 017-2123



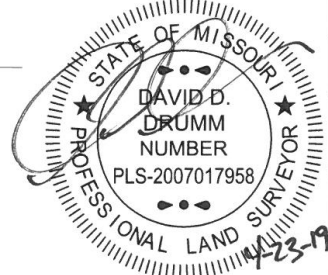


USER: kleeveer
 DWG: F:\2017\2001-2500\017-2123\40-Design\Survey\SRV\Sheets V_ESM_Utility_MSU_0172123.dwg
 DATE: Apr 17, 2019 2:34pm
 XREFS: V_XB00_72123

LINE TABLE		
LINE ID	DIRECTION	LENGTH (FT)
L1	S89°07'16"E	2.41
L2	N01°22'25"E	50.59
L3	S89°07'16"E	7.17
L4	N89°07'16"W	7.45

This sketch is not a boundary survey. It is intended to show the configuration of a proposed easement. It should not be used to locate property lines and does not meet the Standards for Property Boundary Surveys.

Note:
 Robberson Avenue (aka: Peach Alley) graphically depicted at 20' wide per evidence both North of Phelps Street and South of Mill Street. No platted and/or other conveyance found.



PROJECT NO: 017-2123	Missouri State University AT&T Easement		Olsson, Inc. Survey MO Certificate of Authority #LC366 550 St. Louis Street Springfield, MO 65806 TEL 417.890.8802 FAX 417.890.8805	EXHIBIT
DRAWN BY: KMK			B	
DATE: 04.17.19				

MISSOURI STATE UNIVERSITY

III.F.1.

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>
Mark Smith	Dean McQueary College of Health & Human Services Professor with Tenure Kinesiology (12-month appointment)	\$163,000 annually	08/01/19
Jacob Anderson	Instructor Greenwood Laboratory School	\$42,500 annually	08/12/19
Tamra Barnhouse	Instructor Greenwood Laboratory School	\$44,500 annually	08/12/19
Jung Choi	Assistant Professor Music	\$51,000 annually	08/12/19
Michelle Harvey	Assistant Professor Theatre & Dance	\$51,000 annually	08/12/19
Andrew Ward	Assistant Professor Physical Therapy	\$85,000 annually	08/12/19
Janice Greene	Professor/Director Bull Shoals Field Station Biology (12-month appointment) (50% FTE appointment)	\$31,089 annually	08/19/19 08/14/20

UNRANKED FACULTY APPOINTMENTS (Term):

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Natalie Mook	Instructor Animal Science (12-month appointment)	\$45,000 annually	07/01/19 06/30/20

Academic Personnel Board Actions, cont'd.

Page 2

Alyssa Dieterich	Clinical Assistant Professor School of Nursing	\$59,000 annually	08/12/19 05/15/20
Ronda Entlicher-Stewart	Clinical Assistant Professor School of Nursing	\$65,000 annually	08/12/19 05/15/20
Balázs Faa	Artist-in-Residence Art & Design	\$40,000 annually	08/12/19 05/15/20
Ami Rohr	Clinical Assistant Professor School of Nursing	\$59,000 annually	08/12/19 05/15/20

(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>
Jannette Eldred	Clinical Instructor School of Social Work	05/17/19
Vanessa McConnell	Clinical Assistant Professor School of Nursing	05/17/19
Rita Million	Assistant Professor School of Nursing	05/17/19
Kangkang Qi	Assistant Professor Management & Information Technology	05/17/19

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Edwin Carawan	Professor Modern & Classical Languages	05/17/19

Academic Personnel Board Actions, cont'd.

Page 3

Carol Daniel	Clinical Assistant Professor School of Nursing	05/17/19
Carolyn Graves	Clinical Assistant Professor School of Nursing	05/17/19
Michael Keltner	Instructor Kinesiology	05/17/19
Kenneth Vollmar	Professor Computer Science	05/17/19
Susan Webb	Senior Instructor Agriculture	06/30/19

NON-REAPPOINTMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
William Edgar	Clinical Associate Professor Library	05/17/19
Khanssaa El Alami Canning	Visiting Instructor Modern & Classical Languages	05/17/19
David Hicks	Instructor Art & Design	05/17/19
Roberta Lowe	Instructor Art & Design	05/17/19
Emmett Sawyer	Interim Department Head Reading, Foundations & Technology	07/31/19

LEAVE WITH PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
WD Blackmon	Professor English	08/12/19 12/13/19

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.

Randy Dillon	Professor, Communication Spring 2020 Conduct correspondence & interviews with alums from COM 495 Communication Internship course.
David Gutzke	Distinguished Professor, History Spring 2020 Gather data for manuscript on the British Muckrakers & the Roots of Xenophobia.
Catherine Hoegeman	Assistant Professor, Sociology & Anthropology Fall 2019 Gather data for manuscript on the U.S. Catholic Dioceses since Vatican II.
Bryan Jennings	Associate Professor, Art & Design Fall 2019 Research and development focused on creating/transforming/translating performance and installation art through the use of Virtual Reality Technology.
Pedro Koo	Associate Professor, Modern & Classical Languages Fall 2019 Work on Gender and Societal Issues in Fernando Lopez's Novels.
Ashley Leinweber	Associate Professor, Political Science Academic Year 2019/2020 Gather data for manuscript on Islam and Politics in the Democratic Republic of Congo.
Xin Miao	Professor, Geography, Geology & Planning Fall 2019 Developing ArcCI for Mining Geophysical Properties of Sea Ice from High Spatial Resolution Imagery.
Eric Nelson	Professor, History Academic Year 2019/2020 Gather data for manuscript on the Parish in the it's Landscape in Loire Region 1450-1789 as well as other projects.

Yuhua Qiao	Professor, Political Science Fall 2019 Gather data from manuscript on state tax and expenditure policies in the Post-Great Recession era.
Leslie Reid	Professor, Mathematics Spring 2020 Properties of the Subgroup Graphs of Finite Groups.
Mark Rogers	Professor, Mathematics Fall 2019 Advanced research on polynomials and the development of undergraduate research projects in knot theory.
John Schmalzbauer	Associate Professor, Religious Studies Spring 2020 Gather data for manuscript on the Campus Ministry Landscape.
Tonia Tinsley	Associate Professor, Modern & Classical Languages Spring 2020 Work on draft: Celine feminine masculine: la muse en texte d'une quete litteraire monograph project requested by specialist association.
Sarah Williams	Associate Professor, Art & Design Spring 2019 Work on Investigation of Midwestern identity in oil paint.
Daniel Wilson	Professor, Kinesiology Fall 2019 Development of a clinical-oriented Kinesiology workbook for a changing major.
Frederick Worman	Assistant Professor, Sociology & Anthropology Spring 2020 Gather data for manuscript on human environment interactions based on archaeological fieldwork in New Mexico.

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
John Rose	From: Visiting Professor Defense & Strategic Studies \$81,669 annually (74% FTE appointment) To: Interim Department Head Visiting Professor Defense & Strategic Studies \$81,669 annually (\$2,000 monthly supplemental) (74% FTE appointment)	Status Change	06/01/19
Kenneth Vollmar	From: Professor Computer Science To: Faculty Emeritus Computer Science	Status Change	06/01/19
Susan Webb	From: Senior Instructor Agriculture To: Faculty Emeritus Agriculture	Status Change	07/01/19
R. Isabelle Bauman	Interim Department Head Associate Professor Communication	Continuation of Appointment	07/01/19 06/30/20
Kenneth Brown	Department Head Economics From: \$141,987 annually To: \$143,987 annually	Continuation of Appointment & Salary Adjustment	07/01/19 06/30/20
Stephanie Hein	Department Head Associate Professor Hospitality Leadership	Continuation of Appointment	07/01/19 06/30/20

Academic Personnel Board Actions, cont'd.

Page 7

Linda Moser	From: Professor English \$68,580 annually To: Interim Department Head Professor English \$68,580 annually (\$2,500 monthly Supplemental)	Status Change Status Change	07/01/19 06/30/20 07/01/19 06/30/20
Angela Plank	From: Laboratory Supervisor Biology GR 42, \$50,599 annually (12-month staff position) To: Instructor Biology \$50,599 annually (12-month appointment)	Status Change Status Change	07/01/19 06/30/20 07/01/19 06/30/20
David Rohall	Department Head Sociology & Anthropology From: \$105,474 annually To: \$110,474 annually	Continuation of Appointment & Salary Adjustment	07/01/19 06/30/20 07/01/19 06/30/20
Pamela Sailors	From: Department Head Professor Philosophy \$120,605 annually To: Associate Dean College of Humanities & Public Affairs Department Head Professor Philosophy \$125,605 annually	Status Change Status Change	07/01/19 07/01/19
John Williams	Director School of Accountancy Associate Professor School of Accountancy	Continuation of Appointment	07/01/19 06/30/20 07/01/19 06/30/20

Academic Personnel Board Actions, cont'd.

Page 8

WD Blackmon	From: Department Head Professor English To: Professor English	Status Change	08/01/19
Edwin Carawan	From: Professor Modern & Classical Languages To: Faculty Emeritus Modern & Classical Languages	Status Change	08/01/19
Carol Daniel	From: Clinical Assistant Professor School of Nursing To: Faculty Emeritus School of Nursing	Status Change	08/01/19
Carolyn Graves	From: Clinical Assistant Professor School of Nursing To: Faculty Emeritus School of Nursing	Status Change	08/01/19
Michael Keltner	From: Instructor Kinesiology To: Faculty Emeritus Kinesiology	Status Change	08/01/19
Marlin Barber	From: Assistant Professor History To: Senior Instructor History	Status Change	08/12/19 05/15/20
Maxwell Barffour	Visiting Assistant Professor Master of Public Health From: \$44,535 annually (75% FTE appointment) To: \$59,380 annually (100% FTE appointment)	Status Change & Salary Adjustment	08/12/19 05/15/20

Academic Personnel Board Actions, cont'd.

Page 9

James Baumlin	Distinguished Professor English From: \$89,541 annually To: \$94,541 annually	Salary Adjustment	08/12/19
Brooks Blevins	Professor History From: \$80,537 annually To: \$85,537 annually	Salary Adjustment	08/12/19
Paul Durham	Distinguished Professor Biology From: \$135,141 annually To: \$140,141 annually	Salary Adjustment	08/12/19
Katy Frederick-Hudson	From: Microbiology Laboratory Coordinator Biology GR 43, \$30,900 annually (9-month staff position) To: Instructor Biology \$35,500 annually (9-month appointment)	Status Change	08/12/19 05/15/20
Tara Herring	From: Laboratory Supervisor Biology GR 42, \$34,198 annually (9-month staff position) To: Instructor Biology \$35,500 annually (9-month appointment)	Status Change	08/12/19 05/15/20

Tina-Maria Hopper	From: Laboratory Supervisor Biology GR 42, \$37,996 annually (9-month staff position) To: Instructor Biology \$37,996 annually (9-month appointment)	Status Change & Salary Adjustment	08/12/19 05/15/20
Wafaa Kaf	Professor Communication Sciences & Disorders From: \$88,033 annually To: \$93,033 annually	Salary Adjustment	08/12/19
Jacob Nelson	Instructor Technology & Construction Management From: \$72,714 annually (100% FTE appointment) To: \$54,535 annually (75% FTE appointment)	Status Change & Salary Adjustment	08/12/19 05/15/20
Jorge Rebaza-Vasquez	Professor Mathematics From: \$78,572 annually To: \$83,572 annually	Salary Adjustment	08/12/19

REAPPOINTMENTS:

Non-tenured, unranked faculty, effective August 12, 2019 through May 15, 2020, unless otherwise noted.

COLLEGE OF AGRICULTURE

Department of Agriculture

William Boyer	Instructor (07/01/19 – 06/30/20)
Nathan Fent	Instructor (08/01/19 – 05/31/20)
Katelyn McCoy	Instructor (07/01/19 – 06/30/20)

Jennifer Morgenthaler	Clinical Instructor (07/01/19 – 06/30/20)
Marilyn Odneal	Clinical Instructor (07/01/19 – 06/30/20)
Christine Sudbrock	Instructor (07/01/19 – 06/30/20)

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Andy Goodwin	Artist-in-Residence
Iwona Zalewski-Duszek	Senior Instructor

Department of Communication

Deanna Butcher	Instructor
Allison Coltharp	Senior Instructor
Nora Cox	Senior Instructor
Jason Howard	Instructor
Gary Iman	Senior Instructor
Didem Koroglu	Instructor
Jerri Lynn Kyle	Senior Instructor
Taleyna Morris	Instructor
Roberta Rowe	Senior Instructor
Heather Walters	Senior Instructor

Department of English

Angela Bell	Visiting Assistant Professor
Sara Burge	Senior Instructor
Mara Cohen Ionnides	Senior Instructor
Joel Coltharp	Instructor
Tracy Dalton	Senior Instructor
Sean Herring	Practitioner-in-Residence
Earl Holmer	Senior Instructor
Jennifer Murvin	Senior Instructor
Angelia Northrip-Rivera	Senior Instructor
Lori Rogers	Senior Instructor
John Turner	Senior Instructor

Department of Media, Journalism & Film

Jack Dimond	Senior Instructor
Leonard Horton III	Senior Instructor
Cristina Pippa	Instructor

Department of Modern & Classical Languages

Melanie Kleeschulte	Instructor
Luis Lombilla	Senior Instructor
Weirong Schafer	Senior Instructor
Corinne Shirley	Senior Instructor

Department of Music

Kyle Aho	Instructor
Emlyn Johnson	Instructor
Martin Morrison	Instructor
Vicky Scott	Instructor

Department of Theatre & Dance

Azaria Hogans	Artist-in-Residence
Melinda Robinson	Senior Instructor
Edward Swidey	Artist-in-Residence

COLLEGE OF BUSINESS

School of Accountancy

Samuel Bass	Instructor
Michael Hammond	Senior Instructor
James Hines	Instructor
Julia Ravenscraft	Instructor
Kristen Thornton	Instructor

Department of Finance & General Business

Jana Ault-Phillips	Instructor
Kathleen Larkin	Instructor
Russell Meek	Instructor

Department of Information Technology & Cybersecurity

Rebekah Austin	Instructor
Richard Burton	Instructor
Radhika Kaula	Instructor
Jennifer Lowenthal-Hershey	Instructor
Steve Samuelson	Instructor

Patrick Sells	Instructor
Jo Lynne Stalnaker	Instructor
Cathryn Van Landuyt	Senior Instructor

Department of Management

Michael Albritton	Instructor
Dana Frederick	Instructor
Jessica Long	Instructor
Michael Merrigan	Clinical Assistant Professor
Glenn Pace	Senior Instructor

Department of Marketing

Sherry Cook	Senior Instructor
David Hammons	Instructor
Courtney Pham	Senior Instructor
Carly Pierson	Instructor

Department of Technology & Construction Management

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

COLLEGE OF EDUCATION

Department of Agency for Teaching, Leading & Learning

Russell Brock	Clinical Assistant Professor
---------------	------------------------------

Department of Childhood Education & Family Studies

Rhonda Bishop	Clinical Instructor
Robin Koerber	Clinical Instructor
Cindy McMeley	Instructor
Debra Price	Instructor
Kim Roam	Clinical Assistant Professor
Michelle Satterfield	Clinical Instructor
Melissa Schotthofer	Clinical Instructor
Cara Smith	Clinical Instructor
Sara Tipton	Clinical Instructor
Gina Wood	Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Amelia Chenoweth	Instructor
Michael Goeringer	Clinical Assistant Professor

James Matthews
Nathaniel Quinn
Shari Scott

Instructor
Clinical Instructor
Instructor

Department of Reading, Foundations & Technology

Annice McLean
V. Jane Ward

Senior Instructor
Instructor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Health & Human Services

Hillary Mayes

Instructor
(07/01/19 – 06/30/19)

Tara Stulce
Jessica Willis

Clinical Instructor
Instructor
(07/01/19 – 06/30/19)

School of Anesthesia

Rickey Albaugh

Clinical Assistant Professor
(07/01/19 – 06/30/20)

Department of Biomedical Sciences

Natalie Allen
Rebecca Allen

Clinical Instructor
Instructor
(07/01/19 – 06/30/20)

Ivy Fitzgerald
Nicole Hendrickson
Sarah Murray
Daniela Novotny
Joseph Williams

Instructor
Instructor
Senior Instructor
Instructor
Senior Instructor

Department of Communication Sciences & Disorders

Sonia Arora
Sarah Barber
Edith Bobbitt-Boyce

Visiting Assistant Professor
Clinical Associate Professor
Clinical Assistant Professor
(07/01/19 – 06/30/20)

Deborah Cron

Clinical Professor
(07/01/19 – 06/30/20)

Karen Engler

Clinical Professor
(07/01/19 – 06/30/20)

Kimberly Ireland	Clinical Instructor (07/01/19 – 06/30/20)
Lauren Jones	Clinical Assistant Professor (07/01/19 – 06/30/20)
Sarah Jones	Clinical Assistant Professor (07/01/19 – 06/30/20)
Holly Metcalf	Clinical Assistant Professor
Tara Oetting	Clinical Professor (07/01/19 – 06/30/20)
Jennifer Pratt	Clinical Associate Professor (07/01/19 – 06/30/20)

Department of Kinesiology

Jodie Adams	Practitioner-in-Residence
Amy Blansit	Instructor
Zachary Burt	Instructor (07/01/19 – 06/30/20)
Kirsten Hatz	Senior Instructor
Michael Keltner	Instructor
Larry Mays	Instructor

School of Nursing

Kathy Adams	Clinical Assistant Professor
Jan Atwell	Clinical Assistant Professor
Gay Carson	Clinical Instructor (07/01/19 – 06/30/20)
Shelley Carter	Clinical Assistant Professor
Karla Conner	Clinical Assistant Professor
Alisha Jones	Clinical Assistant Professor
Kathryn Patterson	Clinical Associate Professor
Ashley Paul	Clinical Assistant Professor (07/01/19 – 06/30/20)
Maria Shade	Clinical Assistant Professor
Alisha Tuttle	Clinical Assistant Professor

Department of Occupational Therapy

Tara Boehne	Clinical Assistant Professor (07/01/19 – 06/30/20)
Traci Garrison	Clinical Assistant Professor

Department of Physician Assistant Studies

Kimberly Cook

Clinical Assistant Professor
(07/01/19 – 06/30/20)

Department of Psychology

Hannah Harris

Instructor
(07/01/19 – 06/30/20)

Ashley Payne

Instructor

Tanya Whipple

Senior Instructor

School of Social Work

Natalie Curry

Clinical Instructor

Tiffany Havlin

Clinical Instructor

Regina Russell

Clinical Assistant Professor

Department of Sports Medicine & Athletic Training

McCall Christian

Visiting Instructor

Allan Liggett

Clinical Associate Professor
(07/01/19 – 06/30/20)

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Center for Archaeological Research

Neal Lopinot

Research Professor
(07/01/19 – 06/30/20)

Jack Ray

Research Assistant Professor
(07/01/19 – 06/30/20)

Department of Criminology & Criminal Justice

Diane Leamy

Senior Instructor

Paula Rector

Senior Instructor

Caryn Saxon

Senior Instructor

Ivy Yarckow-Brown

Senior Instructor

Department of Defense & Strategic Studies

Andrei Shoumikhin

Instructor

Department of Economics

Julie Gallaway

Senior Instructor

John Rabon

Instructor

Department of History

Jacynda Ammons

Instructor

John Gram

Instructor

Department of Philosophy

Michael Boyle

Senior Instructor

Department of Political Science

Nick Beatty

Instructor

Department of Religious Studies

Amy Artman

Instructor

Lora Hobbs

Senior Instructor

Micki Pulleyking

Senior Instructor

Department of Sociology & Anthropology

Jason Shepard

Instructor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Laura Bowe

Senior Instructor

Department of Chemistry

Scott Curtis

Instructor

Brian High

Senior Instructor

Helena Metzker

Instructor

Department of Geography, Geology & Planning

Damon Bassett

Senior Instructor

Melanie Carden-Jessen

Instructor

Debie Corcoran

Senior Instructor

Linnea Iantria

Senior Instructor

Department of Hospitality Leadership

Abbe Ehlers

Senior Instructor

Wajeana White

Instructor

Department of Mathematics

Joann Barnett

Instructor

Patti Blanton

Senior Instructor

Robert Brown	Instructor
Roger Bunn	Instructor
Sylvia Carr	Instructor
Carolyn Shand-Hawkins	Instructor
Donna Sherrill	Senior Instructor
Gary Stafford	Senior Instructor
Linda Sun	Instructor
Anna Tripi	Instructor
Kimberly Van Ornum	Senior Instructor
Fan Zhou	Instructor

GRANTED TENURE:

(Effective August 12, 2019, unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Environmental Plant Sciences & Natural Resources

Melissa Remley Assistant Professor

COLLEGE OF ARTS & LETTERS

Department of Communication

Jake Simmons Assistant Professor

Department of English

Andrea Hellman Assistant Professor

Rhonda Stanton Assistant Professor

Department of Media, Journalism & Film

Richard Amberg III Assistant Professor

Department of Music

Christopher Kelts Assistant Professor

COLLEGE OF BUSINESS

School of Accountancy

Chris Hines Assistant Professor

Department of Technology & Construction Management

Kevin Hubbard

Assistant Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Amanda Benedict-Chambers

Assistant Professor

Department of Counseling, Leadership & Special Education

Reesha Adamson

Assistant Professor

Michele Smith

Assistant Professor

(07/01/19 – 06/30/20)

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Lyon Hough

Assistant Professor

Department of Psychology

Amber Abernathy

Assistant Professor

Christie Cathey

Assistant Professor

Lisa Hall

Assistant Professor

Bogdan Kostic

Assistant Professor

David Zimmerman

Assistant Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Michael Suttmoeller

Assistant Professor

Department of History

Bukola Oyeniya

Assistant Professor

Department of Political Science

Indira Palacios-Valladares

Assistant Professor

Department of Sociology & Anthropology

Catherine Hoegeman

Assistant Professor

F. Scott Worman

Assistant Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Geography, Geology & Planning

Ron Malega

Assistant Professor

Gary Michelfelder

Assistant Professor

Department of Hospitality Leadership

Albert Barreda

Assistant Professor

PROMOTIONS:

Change of academic rank (new rank indicated)

(Effective August 12, 2019 unless otherwise noted)

COLLEGE OF AGRICULTURE

Department of Animal Science

Elizabeth Walker

Professor

Department of Plant Science

Melissa Remley

Associate Professor

COLLEGE OF ARTS & LETTERS

Department of Art & Design

Mitzi Kirkland-Ives

Professor

Department of Communication

Jake Simmons

Associate Professor

Department of English

Matthew Calihman

Professor

Andrea Hellman

Associate Professor

Rhonda Stanton

Associate Professor

Department of Media, Journalism & Film

Richard Amberg

Associate Professor

Leonard Horton III

Senior Instructor

Department of Music

Daniel Hellman

Professor

Christopher Kelts

Associate Professor

COLLEGE OF BUSINESS

School of Accountancy

Chris Hines

Associate Professor

Department of Management

Michael Merrigan

Clinical Associate Professor

Department of Technology & Construction Management

Kevin Hubbard

Associate Professor

COLLEGE OF EDUCATION

Department of Childhood Education & Family Studies

Amanda Benedict-Chambers

Associate Professor

Kim Roam

Clinical Assistant Professor

Department of Counseling, Leadership & Special Education

Reesha Adamson

Associate Professor

Michele Smith

Associate Professor
(07/01/19 – 06/30/20)

Department of Reading, Foundations & Technology

Ching-Wen Chang

Professor

MCQUEARY COLLEGE OF HEALTH & HUMAN SERVICES

Department of Biomedical Sciences

Natalie Allen

Clinical Assistant Professor

Lyon Hough

Associate Professor

Department of Communication Sciences & Disorders

Edith Bobbitt-Boyce

Clinical Associate Professor
(07/01/19 – 06/30/20)

Sarah Jones

Clinical Assistant Professor
(07/01/19 – 06/30/20)

Department of Psychology

Amber Abernathy	Associate Professor
Christie Cathey	Associate Professor
Lisa Hall	Associate Professor
Bogdan Kostic	Associate Professor
David Zimmerman	Associate Professor

School of Social Work

Natalie Curry	Clinical Assistant Professor
Michele Day	Professor (07/01/19 – 06/30/20)
Tiffany Havlin	Clinical Assistant Professor

COLLEGE OF HUMANITIES & PUBLIC AFFAIRS

Department of Criminology & Criminal Justice

Michael Suttmoeller	Associate Professor
---------------------	---------------------

Department of History

Bukola Oyeniya	Associate Professor
----------------	---------------------

Department of Political Science

Indira Palacios-Valladares	Associate Professor
----------------------------	---------------------

Department of Religious Studies

John Schmalzbauer	Professor
-------------------	-----------

Department of Sociology & Anthropology

Catherine Hoegeman	Associate Professor
F. Scott Worman	Associate Professor

COLLEGE OF NATURAL & APPLIED SCIENCES

Department of Biology

Day Ligon	Professor
Alicia Mathis	Distinguished Professor (07/01/19 – 06/30/20)

Department of Geography, Geology & Planning

Xiaomin Qiu

Professor

Ron Malega

Associate Professor

Gary Michelfelder

Associate Professor

Department of Hospitality Leadership

Albert Barreda

Associate Professor

Department of Mathematics

Songfeng Zheng

Professor

Department of Physics, Astronomy & Materials Science

Kartik Ghosh

Distinguished Professor

Ridwan Sakidja

Professor

LIBRARY SERVICES

Department of the Library

Tracy Stout

Professor

(07/01/19 – 06/30/20)

REORGANIZATION OF MANAGEMENT & INFORMATION SYSTEMS:

(Effective July 1, 2019)

Department of Management

Andrew Albritton

Instructor

Jason DeBode

Interim Department Head/

Assistant Professor

Dana Frederick

Instructor

Vinay Garg

Associate Professor

Daniel Goering

Assistant Professor

Benjamin Goss

Assistant Professor

Dana Haggard

Professor

Melody LaPreze

Assistant Professor

Jessica Long

Instructor

Michael Merrigan

Clinical Assistant Professor

Steven Mueller

Professor

Glenn Pace

Senior Instructor

Lori Peterson

Assistant Professor

Phillip Rothschild

Associate Professor

Wesley Scroggins
Feibo Shao
Kanu Priya Tapis
Steven Thomas

Professor
Assistant Professor
Assistant Professor
Professor

Department of Information Technology & Cybersecurity

Deepti Agrawal
Rebekah Austin
Tonya Barrier
S. Berlin Brahnam
Ricky Brattin
Richard Burton
Joshua Davis
Xiang Guo
Richard Johnson
Radhika Kaula
Rajeev Kaula
Jennifer Lowenthal-Hershey
Thomas Margavio
Dane Peterson
Steven Samuelson
Patrick Sells
Randall Sexton
Soo Shin
Jo Lynne Stalnaker
Ravi Thambusamy
Cathryn Van Landuyt
Zhiguo Yang

Assistant Professor
Instructor
Professor
Professor
Assistant Professor
Instructor
Department Head/Professor
Assistant Professor
Professor
Instructor
Professor
Instructor
Professor
Professor
Instructor
Instructor
Professor
Assistant Professor
Instructor
Assistant Professor
Senior Instructor
Assistant Professor

Vote: _____ Yea
 _____ Nay

COMMENTS:

Jacob Anderson, Instructor, Greenwood Laboratory School

M.Ed. Lindenwood University, 2019
B.S.Ed. Missouri State University, 2014

Experience: 2015 – Present, Instructor, Ozark R-VI School District, Ozark, Missouri; 2014 – 2015, Instructor, Hollister School R-V District, Hollister, Missouri; 2015 & 2017, Instructor, Missouri State University TRIO Upward Bound Summer Program, Springfield, Missouri; 2012 – 2014, Mathematics Tutor, Greenwood Laboratory School, Missouri State University, Springfield, Missouri.

Tamra Barnhouse, Instructor, Greenwood Laboratory School

M.S. Missouri State University, 2006
B.A. Harding University, 1998

Experience: 2018 – Present, Freshman Academy Team Lead, Hillcrest High School, Springfield, Missouri; 2000 – 2018, Spanish Teacher, Hillcrest High School, Springfield, Missouri; 1998 – 2000, Spanish Teacher, Fair Grove High School, Fair Grove, Missouri.

Jung Choi, Assistant Professor, Music

M.M. Eastman School of Music, 2008
B.M. Seoul National University, 2003

Experience: Present, Substitute, Rochester Philharmonic Youth Orchestra, Rochester, New York; 2017 – Present, Oboe Instructor, Eastman Community Music School, Rochester, New York; 2016 – Present, Teaching Assistant, Eastman School of Music, Rochester, New York; 2013 – 2016, Oboe Adjunct Lecturer, Seoul National University, Seoul, Korea; 2018, Reed Clinic & Master Class, Suji Oboe Camp, Suji, Korea; 2018, Reed Clinician, Seoul, Korea; 2014, Educational Orchestra Supervisor, Seoul National University, Seoul, Korea; 2009 – 2016, Individual Studio Teacher, Seoul, Korea; 2007 – 2008, Oboe Instructor, Nazareth College, Rochester, New York; 2007 – 2008, Oboe Instructor, Roberts Wesleyan College, Rochester, New York; 2006 – 2008, Teaching Assistant, Eastman School of Music, Rochester, New York; 2007, Adjunct Lecturer, State University of New York Geneseo, Geneseo, New York; 2006 – 2008, Individual Studio Teacher, Rochester, New York; 2000 – 2003, Individual Advanced Music Theory Instructor, Seoul, Korea.

Michelle Harvey, Assistant Professor, Assistant Professor, Theatre & Dance

M.F.A. University of Arizona, 2001
B.A. Ohio State University, 1998

Experience: 2006 – Present, Faculty Specialist, University of Texas at Arlington, Arlington, Texas; 2012 – Present, Resident Scenic Designer, Turtle Creek Chorale, Dallas, Texas; 2001 – 2006, Theatre Specialist, Kent State University, Warren, Ohio.

Mark Smith, Dean, McQueary College of Health & Human Services, Professor with Tenure, Kinesiology

Ph.D. University of Georgia, 2004
ME.d. Western Carolina University, 1999
B.S. Brunel University College, 1996

Experience: 2014 – Present, Professor, University of Northern Colorado, Greeley, Colorado; 2009 – 2014, Associate Professor, University of Northern Colorado, Greeley, Colorado; 2004 – 2009, Assistant Professor, University of Northern Colorado, Greeley, Colorado; 2002 – 2004, Graduate Research Assistant, University of Georgia, Athens, Georgia; 2000 – 2004, Graduate Teaching Assistant, University of Georgia, Athens, Georgia; 1999 – 2000, Instructor, Western Carolina University, Cullowhee, North Carolina; 1997 – 1999, Graduate Teaching Assistant, Western Carolina University, Cullowhee, North Carolina.

Andrew Ward, Assistant Professor, Physical Therapy

ScD Texas Tech University, ABD
B.S. Oklahoma City University, 1986

Experience: 1997 – 2018, Redbud Physical Therapy co-owner and float therapist, Tulsa, Oklahoma; 1996 – 1997, Staff Physical Therapist, HealthSouth, Tulsa, Oklahoma; 1994 – 1996, Clinic Manager, Tulsa Orthopedic Rehabilitation Center, Tulsa, Oklahoma; 1993 – 1994, Staff Physical Therapist, Hillcrest Physical Therapy Associates, Tulsa, Oklahoma; 1992, Staff Physical Therapist, St. John's Hospital, Springfield, Missouri.

ADDENDUM A

The following have been appointed as Per Course Faculty for the Fall semester: August 12, 2019 through December 13, 2019.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Appelquist, John	Criminology	\$6,000.00
Baker, Shane	Childhood Ed & Family Studies	\$3,260.00
Barnes, Jessica	History	\$2,448.00
Bennett, Susan	Theatre & Dance	\$2,448.00
Bodenstein, Amanda	History	\$4,080.00
Carver, Jeanie	Criminology	\$3,000.00
Chapman, Doren	Art & Design	\$2,448.00
Collins, Daisy	Reading Foundations & Tech	\$5,490.00
Dunn, Amy	Reading Foundations & Tech	\$2,745.00
Edington, Leann	Childhood Ed & Family Studies	\$2,445.00
Gibson, Robert	Music	\$1,902.00
Hanson, David	Reading Foundations & Tech	\$2,445.00
Haynes, Heather	History	\$2,448.00
Jester, Jennifer	Music	\$3,256.00
Kent, Jennifer	Social Work	\$2,445.00
Lansdown, Lynn	History	\$4,896.00
Lines, Samuel	Art & Design	\$2,448.00
Miller, Kyle	History	\$5,508.00
Mitchell, Jennifer	History	\$2,448.00
Mitchell, Katrina	Music	\$4,500.00
Moore, Cynthia	Art & Design	\$3,162.00
O'Neal, Stephanie	History	\$4,896.00
Parke, Nicole	Reading Foundations & Tech	\$2,445.00
Perryman, Amber	Reading Foundations & Tech	\$2,445.00
Pleshka, Anton	Art & Design	\$2,448.00
Puzach, Cheryl	Criminology	\$3,000.00
Reynolds, Todd	Art & Design	\$2,448.00
Rice, Phillip	History	\$2,754.00
Rosen, Meganne	Art & Design	\$5,508.00
Rutherford, James	Art & Design	\$4,896.00
Senter, Pamela	Art & Design	\$6,324.00
Sheets-McKeag, Sarah	Art & Design	\$4,896.00
Slinkard, Christopher	Accounting	\$4,000.00
Stacy, William	Music	\$4,896.00
Taylor, Amanda	Music	\$2,295.00

Academic Personnel Board Actions, cont'd.

Page 28

Taylor, Kerra	Art & Design	\$4,896.00
Terry, Donna	Childhood Ed & Family Studies	\$1,630.00
Tucker, Timothy	Childhood Ed & Family Studies	\$2,445.00
Umbarger, Annesha	Criminology	\$3,000.00
Walker, Kimberley	Childhood Ed & Family Studies	\$2,445.00
Walker, Kristen	Music	\$2,145.00
Williams, James	Music	\$505.00

ADDENDUM B

The following have been appointed as Summer Faculty for the Summer semester: June 3, 2019 through August 2, 2019

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Amberg, Richard	Media Journalism & Film	\$4,196.00
Amidon, Ethan	Criminology	\$373.00
Austin, Rebekah	Management & Information Tech	\$6,908.00
Baker, Rebecca	Physics Astronomy & Mat Sci	\$3,651.00
Bakker, Klaas	Comm Sciences & Disorders	\$8,217.00
Baldwin, Allen	Political Science	\$3,000.00
Barber, Marlin	History	\$4,117.00
Barber, Sarah	Comm Sciences & Disorders	\$2,829.00
Barffour, Antoinette	Modern & Classical Languages	\$8,120.00
Barnett, Helen	Sociology & Anthropology	\$2,850.00
Barnhart, Miles	Biology	\$1,818.00
Barreda, Albert	Dept of Hospitality Leadership	\$5,315.00
Barrier, Tonya	Management & Information Tech	\$7,769.00
Bassett, Damon	Geography Geology & Planning	\$3,630.00
Baumlin, James	English	\$12,716.00
Belshoff, Richard	Mathematics	\$6,227.00
Biagioni, Richard	Chemistry	\$2,121.00
Blanton, Patti	Mathematics	\$3,120.00
Botsford, Diana	Media Journalism & Film	\$2,754.00
Bourhis, John	Communication	\$14,475.00
Bowe, Laura	Biology	\$4,316.00
Brahnam, S. Berlin	Management & Information Tech	\$9,349.00
Brattin, Rick	Management & Information Tech	\$8,930.00
Brown, Robert	Mathematics	\$2,886.00
Buening, Caitlin	Physical Therapy	\$915.00
Bunn, Roger	Mathematics	\$3,302.00
Burge, Sara	English	\$3,177.00
Burton, Richard	Management & Information Tech	\$3,083.00
Busdieker-Jesse, Nichole	College of Agriculture	\$3,018.00
Butcher, Deana	Communication	\$3,075.00
Callaway, Thomas	Physics Astronomy & Mat Sci	\$2,370.00
Carr, Sylvia	Mathematics	\$6,827.00
Chaston, Joel	English	\$5,620.00
Choate, Lenetta	Psychology	\$2,745.00
Chuchiak, John	History	\$12,230.00

Academic Personnel Board Actions, cont'd.

Page 30

Cockrum, Leslie	Comm Sciences & Disorders	\$2,445.00
Coleman, Joshua	Marketing	\$10,000.00
Collins, Christopher	Communication	\$6,000.00
Crafts, Daniel	Dept of Hospitality Leadership	\$16,461.00
Czyzniejewski, Michael	English	\$4,495.00
Dalton, Tracy	English	\$6,574.00
Dibble, Laurel	Media Journalism & Film	\$2,754.00
Dicke, Thomas	History	\$11,324.00
Dillon, Randy	Communication	\$6,400.00
Dixon, Stephanie	Psychology	\$2,445.00
Drake, Nancy	Physical Therapy	\$915.00
Dubash-Buskirk, Elizabeth	Communication	\$4,701.00
Dudley, Kelly	Social Work	\$2,445.00
Dunn, Amy	Reading Foundations & Tech	\$2,745.00
Duprey, Laura	Art & Design	\$2,754.00
Ehlers, Abigale	Dept of Hospitality Leadership	\$7,184.00
English, Catherine	English	\$4,596.00
Evans, Ashley	Physical Therapy	\$1,500.00
Farha, Nicholas	Reading Foundations & Tech	\$2,745.00
Foster, Lyle	Sociology & Anthropology	\$4,060.00
Frederick-Hudson, Katherine	Biology	\$2,895.00
Garrad, Richard	Biomedical Sciences	\$6,836.00
Gdovin, Jacob	Kinesiology	\$2,757.00
Gillam, Kenneth	English	\$9,361.00
Goddard, Stacy	Kinesiology	\$1,379.00
Gorley, Nicole	Biomedical Sciences	\$7,712.00
Gram, John	History	\$6,580.00
Guo, Kanghui	Mathematics	\$17,410.00
Hall, David	Political Science	\$3,000.00
Hammond, Michael	Accounting	\$4,000.00
Harbaugh, Adam	Mathematics	\$6,330.00
Harris, Deirdra	Counseling, Lead & Spc Ed	\$2,445.00
Harrison, Glenda	Sociology & Anthropology	\$2,850.00
Hass, Aida	Criminology	\$480.00
Haugland, Krista	Occupational Therapy	\$2,000.00
Havlin, Tiffany	Social Work	\$3,136.00
Hellman, Andrea	English	\$8,428.00
Herring, Tara	Biology	\$3,150.00
Hines, Christopher	Accounting	\$9,535.00
Hines, James	Accounting	\$3,522.00
Hoelscher, Carrisa	Communication	\$3,908.00

Academic Personnel Board Actions, cont'd.

Page 31

Holladay, Holly	Media Journalism & Film	\$3,984.00
Hope, Kathryn	School of Nursing	\$4,205.30
Hopper, Tina	Biology	\$2,700.00
Horton, Leonard	Media Journalism & Film	\$1,266.00
Hough, Lyon	Biomedical Sciences	\$12,798.00
Howard, Jason	Communication	\$6,150.00
Hubbard, Kevin	Tech & Construction Mgmt	\$1,096.00
Hughes, Joseph	Modern & Classical Languages	\$11,162.00
Hughes, Kevin	Art & Design	\$8,840.00
Iman, Gary	Communication	\$9,985.00
Jackson, Wendy	Social Work	\$2,445.00
Jamrose, Dennis	Marketing	\$15,000.00
Johnson, Richard	Management & Information Tech	\$7,895.00
Jones, Angelina	Sociology & Anthropology	\$3,000.00
Jones, Martin	Tech & Construction Mgmt	\$4,133.00
Jutla, Rajinder	Geography Geology & Planning	\$5,452.00
Kaf, Wafaa	Comm Sciences & Disorders	\$2,201.00
Kaula, Radhika	Management & Information Tech	\$3,136.00
Kaula, Rajeev	Management & Information Tech	\$17,434.00
Kaula, Rajeev	Management & Information Tech	\$8,717.00
Keller, Carl	Accounting	\$19,238.00
Keltner, Michael	Kinesiology	\$1,064.00
Kemp, Paula	Mathematics	\$21,092.00
Kent, Jennifer	Social Work	\$2,445.00
Ketter, Daniel	Music	\$6,000.00
Keys, Amanda	Social Work	\$4,295.00
Killon, John	Mathematics	\$6,075.00
Kleinsasser, Steven	Counseling, Lead & Spc Ed	\$1,630.00
Koroglu, Didem	Communication	\$3,265.00
Kyle, Jerri Lynn	Communication	\$9,430.00
Larson, Deborah	Media Journalism & Film	\$4,651.00
Lawson, Justin	Biomedical Sciences	\$2,250.00
Leggitt, Stephen	Media Journalism & Film	\$2,754.00
Lewis, Robert	Media Journalism & Film	\$6,000.00
Livers, Stefanie	Childhood Ed & Family Studies	\$3,000.00
Lombilla, Luis	Modern & Classical Languages	\$6,735.00
Luo, Jun	Geography Geology & Planning	\$5,179.00
Lupfer, Christopher	Biology	\$4,295.00
Maas, Richard	Physical Therapy	\$2,745.00
Mabee, Jonathan	Media Journalism & Film	\$2,656.00
Massey, Dallas	Biomedical Sciences	\$2,850.00

Academic Personnel Board Actions, cont'd.

Page 32

McClure, Patrick	English	\$2,448.00
Metcalfe, Holly	Comm Sciences & Disorders	\$2,245.00
Miller, F. Thornton	History	\$11,289.00
Morris, Eric	Communication	\$5,000.00
Morris, Taleyna	Communication	\$3,138.00
Naegle, John	Accounting	\$15,000.00
Nelson, Eric	History	\$12,104.00
Niekamp, Melissa	School of Nursing	\$3,000.00
Novik, Melinda	Kinesiology	\$4,148.00
Novotny, Daniela	Biomedical Sciences	\$3,239.00
Oden, Debra	Accounting	\$17,392.00
Panzer, Sarah	History	\$8,271.00
Parke, Nicole	Reading Foundations & Tech	\$2,445.00
Pavlovsky, Robert	Geography Geology & Planning	\$7,097.00
Perkins, Amy	Reading Foundations & Tech	\$2,445.00
Pham, Courtney	International Programs	\$1,128.00
Pilsco, Erin	Music	\$6,000.00
Porter, April	Physical Therapy	\$1,500.00
Prosono, Marvin	Sociology & Anthropology	\$5,793.00
Qiu, Xiaomin	International Programs	\$4,639.00
Range, Bret	Counseling, Lead & Spc Ed	\$2,745.00
Rast, Rebecca	Marketing	\$15,000.00
Reger, Elizabeth	Accounting	\$3,300.00
Roberts, Jenifer	Merch & Fashion Design	\$4,600.00
Roberts, Jenifer	Merch & Fashion Design	\$6,133.00
Rose, John	Defense & Strategic Studies	\$6,125.00
Rowe, Roberta	Communication	\$3,308.00
Sanford, Adrienne	Occupational Therapy	\$3,000.00
Saunders, Georgianna	Biology	\$4,869.00
Scales, Megan	Sociology & Anthropology	\$2,850.00
Schmelzle, George	Accounting	\$18,542.00
Seawright, Leslie	English	\$3,984.00
Sexton, Randall	Management & Information Tech	\$8,993.00
Shah, Kishor	Mathematics	\$6,109.00
Shand-Hawkins, Carolyn	Mathematics	\$2,958.00
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$4,211.00
Shirley, Corinne	Modern & Classical Languages	\$2,245.00
Shoumikhin, Andrei	Defense & Strategic Studies	\$3,345.00
Simmons, Daniel	Communication	\$8,126.00
Slone, Allison	Comm Sciences & Disorders	\$2,445.00
Smith, Joshua	Biomedical Sciences	\$3,280.00

Academic Personnel Board Actions, cont'd.

Page 33

Sobel, Elizabeth	Sociology & Anthropology	\$6,578.00
Spates, Stephen	Communication	\$7,817.00
Stafford, Gary	Mathematics	\$8,717.00
Stalnaker, Jo Lynne	Management & Information Tech	\$3,136.00
Stanton, Rhonda	English	\$8,393.00
Sullivan, Patrick	Mathematics	\$4,524.00
Sutliff, Jennifer	English	\$2,550.00
Sweetman, Heidi	Reading Foundations & Tech	\$2,745.00
Thompson, Kip	Master of Public Health	\$4,565.00
Timson, Benjamin	Biomedical Sciences	\$8,348.00
Troche, Julia	History	\$4,136.00
Tucker, Timothy	Geography Geology & Planning	\$5,088.00
Uribe-Zarain, Ximena	Counseling Lead & Spc Ed	\$8,589.00
Van Landuyt, Cathryn	Management & Information Tech	\$3,370.00
Van Ornum, Kimberly	Mathematics	\$3,079.00
Wait, D. Alexander	Biology	\$5,719.00
Walker, Alicia	Sociology & Anthropology	\$4,217.00
Walters, Heather	Communication	\$10,575.00
Ward, Gary	Physical Therapy	\$1,768.00
Weiss, Janet	Physical Therapy	\$915.00
White, Timothy	Media Journalism & Film	\$1,543.00
Worman, Frederick	Sociology & Anthropology	\$5,691.00
Wright, Matthew	Mathematics	\$4,689.00
Yang, Zhiguo	Management & Information Tech	\$11,430.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bennett, Jessica	Library	\$573.00
Derrick, Laura	Tech & Construction Mgmt	\$3,000.00
Hermans, Charles	Study Away	\$7,396.00
Johns, Justin	Social Work	\$2,445.00
Larkin, Kathleen	Study Away	\$2,167.00
Messerly, Dana	School of Nursing	\$1,783.00
Mitchell, David	Study Away	\$4,653.00
Pace, Glenn	Management & Information Tech	\$3,677.00
Simmers, Christina	Marketing	\$1,520.00
Thomas, Stephanie	Tech & Construction Mgmt	\$3,000.00
White, Wajeana	Dept of Hospitality Leadership	\$960.00
Wuff-Risner, Linda	College of Agriculture	\$100.00

ADDENDUM D

The following have been appointed as Graduate Teaching Assistants for the Summer semester: June 3, 2019 through Aug 2, 2019.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Ackerson, Korra	Center for Academic Success & Transition	\$2,193.00
Adams, Adjoa	Chemistry	\$2,668.00
Adu Amankrah, Seth	Chemistry	\$2,668.00
Agbavor, Charles	Biology	\$2,668.00
Bakker, Michael	Chemistry	\$2,668.00
Cunningham, Arielle	Psychology	\$1,096.00
Curry, Bailey	McQueary College of Health & Human Services	\$2,193.00
Decocq, Victoria	Chemistry	\$2,668.00
Djordjevic, Vladan	Chemistry	\$1,096.00
Dooling, David	Communication	\$2,193.00
Grills, Hannah	College Of Education	\$2,193.00
Hayden, Henry	Mathematics	\$2,193.00
Hess, Joshua	Water Institute	\$2,668.00
Holtmann, Lydia	McQueary College of Health & Human Services	\$2,193.00
Idowu, Olusegun	Chemistry	\$2,668.00
Moller, Casey	Comm Sciences & Disorders	\$1,096.00
Njoku, Samuel	Chemistry	\$2,668.00
Pinks, Kevin	Chemistry	\$2,668.00
Plummer, Michaela	Communication	\$2,193.00
Rallabandi, Lakshmi Sravya	Biology	\$2,668.00
Richner, Rebekkah	English	\$2,193.00
Rizvanovic, Husref	Biology	\$2,668.00
Roy, Arkanil	Chemistry	\$2,193.00
Shoemaker, Adam	Biology	\$2,668.00
Simpson, Ashley	History	\$2,668.00
Truelove, Mitchell	History	\$1,334.00

The following have been appointed as Graduate Teaching Assistants for the Fall semester: August 12, 2019 through December 13, 2019.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Qin, Mengqing	Mathematics	\$5,440.00
Rallabandi, Lakshmi Sravya	Biology	\$5,440.00
Skyles, Sydney	College of Business	\$5,440.00
Thornhill, Chad	College of Business	\$5,440.00

Voves, Kameron	Biology	\$5,440.00
Zheng, Huiyin	College of Business	\$5,440.00

The following have been appointed as Graduate Teaching Assistants for the Academic Year: August 12, 2019 through May 15, 2020.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Agbavor, Charles	Biology	\$10,880.00
Beard, Austin	Mathematics	\$8,940.00
Clark, Carolyn	Media, Journalism & Film	\$8,940.00
Djordjevic, Vladan	Art & Design	\$8,940.00
Edwards, Claudia	Modern & Classical Languages	\$8,940.00
Farley, Emma	Modern & Classical Languages	\$8,940.00
Golliglee, Parker	Biology	\$8,940.00
Hannabass, Samantha	Biology	\$10,880.00
Herrin, Ashley	Biology	\$8,940.00
Justis, Blake	Biology	\$10,880.00
Murphree-Roberts, Amanda	Music	\$8,940.00
Napier, Megan	Music	\$8,940.00
Pich, Dylan	Music	\$8,940.00
Popo, Zaheer	Modern & Classical Languages	\$8,940.00
Recker, Lewis	Biology	\$10,880.00
Sieja, Allison	Biology	\$10,880.00
So, Matthew	Biology	\$8,940.00
Stegmann, Eric	Biology	\$10,880.00
Thian, Alyna Pei Cheng	Music	\$4,470.00
Wilson, Ashton	Media, Journalism & Film	\$8,940.00
Wingert, Brandijayne	Media, Journalism & Film	\$8,940.00
Woodman, Kimberly	Modern & Classical Languages	\$8,940.00
Yang, HaEun	Music	\$4,470.00

MISSOURI STATE UNIVERSITY

III.F.2.

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>
Blanca Mallonee	Administrative Specialist III Advisement Center	13	\$29,535 annually	04/29/19
Franqua Bedell	Assistant Coach Intercollegiate Athletics	UN	\$105,000 annually	05/01/19
Victoria Jankoska	Assistant Coach Intercollegiate Athletics	UN	\$70,000 annually	05/01/19
Brandon Jenson	Planner Geography, Geology & Planning	42	\$35,000 annually	05/01/19
Seth Minter	Assistant Coach Intercollegiate Athletics	UN	\$95,000 annually	05/01/19
Bonnie Schrader	Warehouse & Delivery Clerk Facilities Management	21	\$23,213 annually	05/13/19
Luke Thomas	Academic Advisor Advisement Center	42	\$32,602 annually	05/13/19
Daezia Smith	Leadership Programs Specialist International Programs	42	\$40,000 annually	05/20/19
Jerri Arnold-Cook	Career Resources Specialist Career Center	42	\$36,000 annually	06/03/19
Alyson Jones	Content Strategist Web Strategy & Development	42	\$36,500 annually	06/03/19
Kristen Dickens	Accounting Technician Financial Services	13	\$28,808 annually	06/10/19

Non-academic Personnel Board Actions, cont'd.

Page 2

Lane Nichols	Academic Advisor College of Business	43	\$40,000 annually	06/10/19
Aaliyah Williams	Assistant Teacher Child Development Center	40	\$21,237 annually	06/10/19
Donna Rebmann	Transfer Specialist Office of Admissions	42	\$44,247 annually	06/17/19

RESIGNATIONS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Kristen Taylor	Manager, Corporate Support KSMU	05/01/19
Jamie Wright	Teacher Child Development Center	05/09/19
Jonita Lathrop	Custodian I Custodial Services	05/17/19
Tyler Watson	Assistant Strength – Conditioning Coach Intercollegiate Athletics	05/17/19
Jordan Hoskins	Academic Advisor/1 st Year Experience Coordinator TRIO TRIO	06/21/19
Amanda Allen	Academic Advisor/Retention Specialist McQueary College of Health & Human Services	05/31/19
Candida Deckard	Associate Director of Human Resources Office of Human Resources	05/31/19
Ashley Houts	Operations Assistant Athletics Intercollegiate Athletics	05/31/19
Amanda Polking	Coordinator Project Success Learning Diagnostic Clinic	06/14/19
Mariah Greer	Diversity Transition & Support Coordinator Multicultural Services	06/21/19

Charles Schoneboom	Groundskeeper Grounds Services	06/30/19
--------------------	-----------------------------------	----------

RETIREMENTS:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Laura Pavlick	Coordinator, Property Control Facilities Management	06/30/19

Nancy Holmer	Library Associate II Library	07/31/19
--------------	---------------------------------	----------

Tamara Reed	Senior Internal Auditor Internal Audit & Risk Management	07/31/19
-------------	---	----------

LEAVE WITHOUT PAY:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jennifer Meyer	Residence Hall Host/Hostess	05/19/19
	Residence Life, Housing & Dining Services	08/11/19

Williams Gibbs	Residence Hall Host/Hostess	05/22/19
	Residence Life, Housing & Dining Services	08/11/19

Denise Stadler	Residence Hall Receptionist	05/22/19
	Residence Life, Housing & Dining Services	07/28/19

Dawn Stanton	Residence Hall Receptionist	05/22/19
	Residence Life, Housing & Dining Services	07/28/19

Robin Van Huis	Residence Hall Receptionist	05/22/19
	Residence Life, Housing & Dining Services	07/28/19

SEPARATION FROM EMPLOYMENT:

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Samantha Stacey	Custodian I Juanita K. Hammons Hall for Performing Arts	05/08/19

CHANGE OF STATUS:

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Davey Thomas	From: Custodian I Custodial Services To: Staff Emeritus Custodial Services	Status change	04/01/19
Debra Donnellan	From: Coordinator Organizational & Talent Development Office of Human Resources To: Assistant Director of Human Resources, Organizational & Talent Development Office of Human Resources	Title Change	04/15/19
Joshua Windborne	From: Administrative Assistant II English Language Institute GR 12, \$32,427 annually To: Administrative Specialist III English Language Institute GR 13, \$37,960 annually	Reclassification & Salary Adjustment	05/01/19
Linda Stephens	From: Assistant Director of Human Resources – Employment & Employee Relations Office of Human Resources To: Assistant Director of Human Resources – Employment Office of Human Resources	Title Change	05/14/19
Ron Freeman	Custodial Supervisor Custodial Services From: GR 25, \$35,445 annually To: GR 25, \$36,253 annually	Salary Increase	05/16/19

Non-academic Personnel Board Actions, cont'd.

Page 5

Paige Harp	<p>From: Library Associate III Library GR 15, \$35,484 annually</p> <p>To: Coordinator, Infant Through Grade 12 Resources Library GR 42, \$39,000 annually</p>	Promotion	05/16/19
James Pitts	<p>Custodial Supervisor Custodial Services</p> <p>From: GR 25, \$34,500 annually</p> <p>To: GR 25, \$35,308 annually</p>	Salary Increase	05/16/19
Pam Compton	<p>Residence Hall Host/Hostess Residence Life, Housing & Dining Services</p>	Extension of Appointment	05/19/19 08/11/19
Nathan Yancy	<p>Residence Hall Host/Hostess Residence Life, Housing & Dining Services</p>	Extension of Appointment	05/19/19 08/11/19
Jessica Bendure	<p>From: Professional Education Advisor College of Education - Education Advisement</p> <p>To: Academic Advisor College of Education – Education Advisement</p>	Title Change	05/20/19
Anyta Cavitt	<p>From: Professional Education Advisor College of Education – Education Advisement</p> <p>To: Academic Advisor College of Education – Education Advisement</p>	Title Change	05/20/19

Non-academic Personnel Board Actions, cont'd.

Page 6

Brad Hannum	From: Centralized User Support Specialist Computer Services GR 33, \$42,938 annually To: Information Security Analyst Information Security GR 35, \$53,572 annually	Promotion	05/20/19
Jennifer Jensen	From: Professional Education Advisor College of Education – Education Advisement To: Academic Advisor College of Education – Education Advisement	Title Change	05/20/19
Matthew Scott	From: Professional Education Advisor College of Education – Education Advisement To: Academic Advisor College of Education – Education Advisement	Title Change	05/20/19
Edna Lassiter	Residence Hall Receptionist Residence Life, Housing & Dining Services	Extension of Appointment	05/22/19 07/28/19
Stacie Reeves	Residence Hall Receptionist Residence Life, Housing & Dining Services	Extension of Appointment	05/22/19 07/28/19
Chris Austin	From: Web Designer Web Strategy & Development GR 32, \$40,022 annually To: Front-End Designer/Developer Web Strategy & Development GR 34, \$48,575 annually	Reclassification & Salary Adjustment	06/01/19

Non-academic Personnel Board Actions, cont'd.

Page 7

Debra Goodwin	From: Administrative Specialist I Office of Development GR 11, \$30,053 annually To: Administrative Specialist II Office of Development GR 12, \$30,053 annually	Reclassification	06/01/19
Monica Gray	From: Administrative Assistant II Office of Development GR 12, \$32,522 annually To: Administrative Assistant III Office of Development GR 13, \$32,522 annually	Reclassification	06/01/19
Theresa McCoy	From: Director Computer Services GR 38, \$96,502 annually To: Acting Chief Information Officer Information Services Director Computer Services GR 38, \$96,502 annually (\$2,000 monthly supplemental)	Status Change	06/01/19 07/05/19
Jesse Blades	Blindness Skills Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Darla Butcher	Blindness Skills Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Teresa Carl	From: Academic Administrative Assistant II Management & Information Systems To: Academic Administrative Assistant II Management	Department Reorganization	07/01/19
Merica Clinkenbeard	MELL Instructional Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20

Non-academic Personnel Board Actions, cont'd.

Page 8

Carol Cozort	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Marci Dowdy	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Karen Eisman	From: Academic Administrative Assistant III Management & Information Systems To: Academic Administrative Assistant III Information Technology & Cybersecurity	Department Reorganization	07/01/19
Julie Germann	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Tracy Gross	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Susanna Hill	Positive Behavior Support Consultant Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Joi Hook	Accounting Specialist Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Jana Loge	Professional Learning Community Project Coordinator Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Jordan Politte	Professional Developer Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Andrea Rockney	Positive Behavior Support Consultant Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Christina Schanda	Administrative Assistant II Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20

Non-academic Personnel Board Actions, cont'd.

Page 9

Cheryl Wrinkle	Special Education Improvement Consultant Agency for Teaching, Leading & Learning	Continuation of Appointment	07/01/19 06/30/20
Lauren Easter	From: Assistant Director Campus Recreation – Recreation Sports Campus Recreation GR 42, \$40,994 annually To: Associate Director, Campus Recreation Campus Recreation GR 44, \$50,436 annually	Promotion	08/01/19
Nancy Holmer	From: Library Associate II Library To: Staff Emeritus Library	Status Change	08/01/19
Robert Hornberger	From: Assistant Vice President for Enrollment Management & Services/Registrar Office of the Registrar GR \$88,590 annually To: Associate Vice President for Enrollment Management & Services Student Affairs Administration GR 49, \$118,041 annually	Promotion	08/01/19
Tamara Reed	From: Senior Internal Auditor Internal Audit & Risk Management To: Staff Emeritus Internal Audit & Risk Management	Status Change	08/01/19

Vote: _____ Yea
 _____ Nay

MISSOURI STATE UNIVERSITY

III.F.3.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic employees, as itemized below, are effective July 1, 2019

Academic Faculty

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Equity</u>	<u>Promotion</u>	<u>PSIP</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Ackerson, Amy A.	West Plains Allied Health Division	\$56,665.00				\$1,076.64	\$57,742
Adams, David L.	Library	\$90,452.00				\$1,718.59	\$92,171
Albaugh, Rickey D.	School of Anesthesia	\$136,937.00				\$2,601.80	\$139,539
Allen, Rebecca L.	Biomedical Sciences	\$48,172.00				\$915.27	\$49,087
Applegate, Andrea D.	Physician Assistant Studies	\$81,400.00				\$1,546.60	\$82,947
Aurentz, Cynthia L.	School of Anesthesia	\$103,620.00				\$1,968.78	\$105,589
Baker, Anne M.	Library	\$66,250.00				\$1,258.75	\$67,509
Bauman, R I.	Communication	\$63,596.00				\$1,208.32	\$64,804
Beckham, Tracy L.	School of Anesthesia	\$147,424.00	\$10,000.00			\$2,991.06	\$160,415
Bennett, Jessica L.	Library	\$48,676.00				\$924.84	\$49,601
Berkwitz, Stephen C.	Religious Studies	\$101,600.00				\$1,930.40	\$103,530
Besara, Rachel M.	Library	\$101,600.00				\$1,930.40	\$103,530
Bigley, Louise L.	School of Nursing	\$80,935.00	\$1,650.00			\$1,569.12	\$84,154
Blackmon, W D.	English	\$104,162.00				\$1,979.08	\$106,141
Bobbitt-Boyce, Edith	Communication Sciences & Disorders	\$68,525.00		\$5,000		\$1,396.98	\$74,922
Boehne, Tara L.	Occupational Therapy	\$80,968.00				\$1,538.39	\$82,506
Borneman, Dea A.	Library	\$76,964.00				\$1,462.32	\$78,426
Boyer, William F.	Animal Science	\$43,868.00	\$8,000.00			\$985.49	\$52,853
Bray, William O.	Mathematics	\$125,100.00				\$2,376.90	\$127,477
Breyfogle, Bryan E.	Chemistry	\$110,601.00				\$2,101.42	\$112,702
Brown, Kenneth H.	Economics	\$143,987.00				\$2,735.75	\$146,723
Burt, Zachary J.	Kinesiology	\$41,000.00				\$779.00	\$41,779
Cahoj, Patricia A.	Physical Therapy	\$94,834.00				\$1,801.85	\$96,636
Callahan, Richard N.	Technology & Construction Management	\$139,036.00				\$2,641.68	\$141,678
Canales, Roberto	McQueary College of Health & Human Services	\$106,933.00				\$2,031.73	\$108,965
Capps, Steven C.	Learning Diagnostic Clinic	\$71,448.00				\$1,357.51	\$72,806
Carson, Gay D.	School of Nursing	\$37,970.00				\$721.43	\$38,691
Chakraborty, Sapna	Occupational Therapy	\$101,028.00				\$1,919.53	\$102,948
Chesman, Jeremy A.	Music	\$75,284.00				\$1,430.40	\$76,714
Combs, Julia C.	Music	\$117,602.00				\$2,234.44	\$119,836
Connor, George E.	Political Science	\$114,227.00				\$2,170.31	\$116,397
Cook, Jeanne L.	Physical Therapy	\$106,179.00				\$2,017.40	\$108,196
Cook, Kimberly D.	Physician Assistant Studies	\$79,256.00				\$1,505.86	\$80,762
Craig, Christopher J.	Provost Office	\$144,418.00				\$2,743.94	\$147,162
Cron, Deborah A.	Communication Sciences & Disorders	\$77,671.00				\$1,475.75	\$79,147
Cunningham, Denise D.	Childhood Education & Family Studies	\$103,418.00	\$7,000.00			\$2,097.94	\$112,516
Darabi, Rachelle L.	Student Development & Public Affairs	\$139,653.00				\$2,653.41	\$142,306

Davis, Joshua M.	Information Technology and Cybersecurity	\$152,100.00			\$2,889.90	\$154,990
Day, Michele L.	Social Work	\$100,230.00		\$6,000	\$2,018.37	\$108,248
Deal, William P.	Psychology	\$98,866.00			\$1,878.45	\$100,744
DeBode, Jason D.	Management	\$141,731.00			\$2,692.89	\$144,424
Del Vecchio, Ronald P.	College of Agriculture	\$138,970.00			\$2,640.43	\$141,610
Dodge, Steven T.	Physician Assistant Studies	\$110,854.00			\$2,106.23	\$112,960
Dogwiler, Toby J.	Geography Geology & Planning	\$113,900.00			\$2,164.10	\$116,064
Duitsman, Dalen M.	CHHS-Master of Public Health	\$98,505.00			\$1,871.60	\$100,377
Duncan, Janice R.	Greenwood Lab School	\$100,118.00			\$1,902.24	\$102,020
Einhellig, Frank A.	Provost Office	\$228,611.00			\$4,343.61	\$232,955
Engler, Karen	Communication Sciences & Disorders	\$79,735.00			\$1,514.97	\$81,250
Feeney, Sylvia M.	School of Anesthesia	\$163,465.00	\$10,000.00		\$3,295.84	\$176,761
Garland, Brett E.	Criminology	\$121,800.00			\$2,314.20	\$124,114
Hackney, James M.	Physical Therapy	\$96,068.00			\$1,825.29	\$97,893
Harris, Hannah J.	Psychology	\$49,080.00			\$932.52	\$50,013
Hauschildt, Shannon M.	Physician Assistant Studies	\$77,865.00	\$4,000.00		\$1,555.44	\$83,420
Hein, Stephanie G.	Hospitality Leadership	\$118,165.00			\$2,245.14	\$120,410
Hetzler, Tona M.	Sports Medicine & Athletic Training	\$119,449.00			\$2,269.53	\$121,719
Himes, Marcia K.	Physical Therapy	\$84,430.00			\$1,604.17	\$86,034
Hopkins, Jennifer B.	Greenwood Lab School	\$53,777.00			\$1,021.76	\$54,799
Hough, David L.	College of Education	\$159,206.00			\$3,024.91	\$162,231
Ireland, Kimberly D.	Communication Sciences & Disorders	\$59,321.00			\$1,127.10	\$60,448
Jahnke, Tamera S.	College of Natural and Applied Science	\$152,560.00			\$2,898.64	\$155,459
Jolley, Jason R.	Modern & Classical Languages	\$100,797.00			\$1,915.14	\$102,712
Jones, Jeffrey S.	Finance & General Business	\$157,500.00			\$2,992.50	\$160,493
Jones, Lauren E.	Communication Sciences & Disorders	\$68,270.00			\$1,297.13	\$69,567
Jones, Sarah M.	Communication Sciences & Disorders	\$59,685.00	\$1,000.00	\$2,500	\$1,200.52	\$64,386
Katangur, Ajay K.	Computer Science	\$136,950.00			\$2,602.05	\$139,552
Kennedy, Kathleen A.	History	\$110,963.00			\$2,108.30	\$113,071
Kim, Kyoungtae	Biology	\$68,468.00	\$2,500.00		\$1,348.39	\$72,316
Lambert, Joshua D.	Library	\$69,010.00			\$1,311.19	\$70,321
Layman, Jill K.	School of Anesthesia	\$131,900.00	\$10,000.00		\$2,696.10	\$144,596
Liggett, Allan J.	Sports Medicine & Athletic Training	\$69,680.00			\$1,323.92	\$71,004
Lopinot, Neal H.	Center for Archeological Research	\$77,836.00			\$1,478.88	\$79,315
Masterson, Julie J.	Graduate College	\$141,656.00			\$2,691.46	\$144,347
Mathis, S A.	Biology	\$119,108.00		\$7,000	\$2,396.05	\$128,504
Matthews, Victor H.	College of Humanities & Public Affairs	\$151,724.00			\$2,882.76	\$154,607
Mayanovic, Robert A.	Physics Astronomy & Materials Science	\$119,365.00			\$2,267.94	\$121,633
Mayer, Hillary J.	McQueary College of Health & Human Services	\$57,147.00			\$1,085.79	\$58,233
McCallister, Sarah G.	Kinesiology	\$119,455.00			\$2,269.65	\$121,725
McCoy, Katelyn N.	Agribusiness, Ag Ed & Communication	\$43,020.00			\$817.38	\$43,837
McCroskey, Marilyn J.	Library	\$91,976.00			\$1,747.54	\$93,724
Meinert, David B.	College of Business	\$199,949.00			\$3,799.03	\$203,748
Miller, Andrea L.	Library	\$56,891.00			\$1,080.93	\$57,972
Miracle, Nathan A.	Physician Assistant Studies	\$81,400.00			\$1,546.60	\$82,947
Mitchell, D W.	McQueary College of Health & Human Services	\$67,805.40			\$1,288.30	\$69,094
Morganthaler, Jennifer S.	Env Plant Science & Natural Resources	\$41,000.00			\$779.00	\$41,779
Newton, Sean C.	Physical Therapy	\$96,573.00			\$1,834.89	\$98,408

Norris, Joye H.	Missouri State Outreach	\$140,142.00		\$2,662.70	\$142,805
Odneal, Marilyn B.	Env Plant Science & Natural Resources	\$60,318.00		\$1,146.04	\$61,464
Oetting, Tara L.	Communication Sciences & Disorders	\$68,637.00		\$1,304.10	\$69,941
Pardue, Mary J.	Media, Journalism & Film	\$94,987.00		\$1,804.75	\$96,792
Paul, Ashley K.	School of Nursing	\$73,320.00	\$1,840.00	\$1,428.04	\$76,588
Penkalski, Melissa R.	School of Nursing	\$79,380.00	\$1,510.64	\$1,536.92	\$82,428
Peters, Thomas A.	Library	\$124,238.00		\$2,360.52	\$126,599
Plank, Angela L.	Biology	\$50,599.00		\$961.38	\$51,560
Pratt, Jennifer M.	Communication Sciences & Disorders	\$73,128.00		\$1,389.43	\$74,517
Price, Joseph	Theatre & Dance	\$101,600.00		\$1,930.40	\$103,530
Proctor, Lisa A.	Communication Sciences & Disorders	\$88,979.04		\$1,690.60	\$90,670
Pszczolkowski, Maciej A.	Env Plant Science & Natural Resources	\$74,358.00		\$1,412.80	\$75,771
Qiu, Xiaomin	Geography Geology & Planning	\$61,860.00	\$6,000	\$1,289.34	\$69,149
Ragan, Kent P.	College of Business	\$134,930.00		\$2,563.67	\$137,494
Ray, Jack H.	Center for Archeological Research	\$58,743.00		\$1,116.12	\$59,859
Rebaza-Vasquez, Jorge L.	College of Natural and Applied Science	\$78,572.00		\$1,587.87	\$85,160
Robinson, Barbara S.	Physical Therapy	\$106,785.00		\$2,028.92	\$108,814
Rohall, David	Sociology & Anthropology	\$110,474.00		\$2,099.01	\$112,573
Rozell, Elizabeth J.	College of Business	\$177,796.00		\$3,378.12	\$181,174
Ryan, Tresa L.	West Plains Instruction	\$50,565.00	\$2,500	\$1,008.24	\$54,073
Sailors, Pamela R.	College of Humanities & Public Affairs	\$120,605.00	\$5,000	\$2,386.50	\$127,991
Satterfield, James	Counseling Leadership & Special Education	\$121,800.00		\$2,314.20	\$124,114
Sawyer, Emmett E.	Reading Foundations & Technology	\$91,500.00		\$1,738.50	\$93,239
Shaw, Jason L.	Physical Therapy	\$87,137.00		\$1,655.60	\$88,793
Siscoe, Denita S.	VP Student Affairs	\$172,857.00		\$3,284.28	\$176,141
Smith, Cindy A.	West Plains Allied Health Division	\$63,105.00		\$1,199.00	\$64,304
Snow, Donald B.	Music	\$71,300.00		\$1,354.70	\$72,655
Stapleton, Stephen	School of Nursing	\$121,800.00		\$2,314.20	\$124,114
Stout, Tracy L.	Library	\$66,533.00	\$6,000	\$1,378.13	\$73,911
Sudbrock, Christine E.	Agribusiness, Ag Ed & Communication	\$51,485.00		\$978.22	\$52,463
Taggart, Lindsey M.	Library	\$76,350.00		\$1,450.65	\$77,801
Wahl, Shawn T.	College of Arts & Letters	\$145,000.00		\$2,755.00	\$147,755
Wallentine, Scott W.	Physical Therapy	\$98,930.00		\$1,879.67	\$100,810
Webb, Susan	Animal Science	\$53,602.00		\$1,018.44	\$54,620
White Minnis, Letitia J.	McQueary College of Health & Human Services	\$112,361.00		\$2,134.86	\$114,496
Wilker, Karl L.	Env Plant Science & Natural Resources	\$87,021.00		\$1,653.40	\$88,674
Williams, John R.	Accounting	\$145,247.00		\$2,759.69	\$148,007
Williamson, Elizabeth M.	Physical Therapy	\$100,510.00		\$1,909.69	\$102,420
Willis, Jessica K.	McQueary College of Health & Human Services	\$47,565.00		\$903.74	\$48,469
Witkowski, Colette M.	Biomedical Sciences	\$110,822.00		\$2,105.62	\$112,928
Yarberry, Vonda K.	Art & Design	\$111,700.00		\$2,122.30	\$113,822
Zastoupil, John	Music	\$66,250.00		\$1,258.75	\$67,509

Vote: _____ Yea
 _____ Nay

MISSOURI STATE UNIVERSITY

III.F.4.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic employees, as itemized below, are effective July 1, 2019.

Executive, Managerial, Administrative, Professional and Non-exempt Staff

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Adj to New Min</u>	<u>Equity</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abbey, Michael P.	Office of University Safety	\$28,915.00			\$549.39	\$29,464
Aberle, Joygrace A.	Health & Wellness Center	\$36,792.00			\$699.05	\$37,491
Abney, Julie A.	Financial Services	\$49,080.00			\$932.52	\$50,013
Acharya, Sreekanth	Computer Services	\$54,888.00	\$1,094.34		\$1,063.66	\$57,046
Adams, Karen C.	Enrollment Management & Services	\$35,078.00			\$666.48	\$35,744
Adamson, Benjamin T.	Athletics Communications	\$48,551.00			\$922.47	\$49,473
Adinegara, Veronica	Editorial and Design Services	\$42,061.00			\$799.16	\$42,860
Adkins, Gilbert G.	Lebanon Center	\$41,000.00			\$779.00	\$41,779
Adkison, Robert L.	Counseling Center	\$28,515.00			\$541.79	\$29,057
Admire, Glenna R.	History	\$30,749.00			\$584.23	\$31,333
Agarwal, Karishma	AHEC	\$41,000.00			\$779.00	\$41,779
Agee, Kevin N.	University Communications	\$37,611.00			\$714.61	\$38,326
Agugua, Amaka A.	Athletics-Basketball-Women	\$240,000.00			\$4,560.00	\$244,560
Ailor, Shannon C.	Research Administration	\$38,826.00			\$737.69	\$39,564
Akers, Leslie L.	College of Agriculture	\$29,170.00			\$554.23	\$29,724
Akin, James L.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$446.35	\$23,938
Akin, Yuka	Health & Wellness Center	\$48,856.00			\$928.26	\$49,784
Alaimo, Ian L.	McQueary College of Health & Human Services	\$74,774.00			\$1,420.71	\$76,195
Aleshire, Donnie E.	Facilities Management-Maintenance	\$37,795.00			\$718.11	\$38,513
Allard, Ginger S.	Library	\$37,394.00			\$710.49	\$38,104
Alldrige, Barbara J.	Residence Life Housing & Dining Services	\$29,071.00			\$552.35	\$29,623
Allen, Andrea K.	Graduate College	\$28,599.45			\$543.39	\$29,143
Allen, Linda M.	Chemistry	\$34,490.00			\$655.31	\$35,145
Allen, Matthew R.	Information Security	\$54,708.00	\$1,274.34		\$1,063.66	\$57,046
Allen, Sheila A.	Computer Services	\$42,938.00	\$867.52		\$832.30	\$44,638
Alley, Thomas H.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Allgeier, Shane P.	Residence Life Housing & Dining Services	\$45,069.00			\$856.31	\$45,925
Altic, Bruce W.	Residence Life Housing & Dining Services	\$24,038.00			\$456.72	\$24,495
Amberg, Lucie	College of Arts & Letters	\$39,990.00			\$759.81	\$40,750
Anderson, Angela G.	English	\$35,011.00			\$665.21	\$35,676
Anderson, Ashley B.	Advancement Services	\$28,599.45			\$543.39	\$29,143
Anderson, Gayle A.	Residence Life Housing & Dining Services	\$28,435.00			\$540.27	\$28,975
Anderson, Lesa D.	Military Science	\$21,042.00			\$399.80	\$21,442
Anderson, Rachel M.	Associate VP for Economic Development	\$69,785.00			\$1,325.92	\$71,111
Arens, Joseph A.	Computer Services	\$60,656.00			\$1,152.46	\$61,808
Armstrong, Etta N.	Missouri State Outreach	\$29,969.00			\$569.41	\$30,538
Armstrong, Joan E.	Provost Office	\$71,650.00			\$1,361.35	\$73,011
Arnold, Albert E.	Computer Services	\$55,201.00	\$781.34		\$1,063.66	\$57,046

Arnold, Mark D.	Library	\$61,867.00		\$1,175.47	\$63,042
Arnsmeier, David C.	College of Business	\$53,077.00		\$1,008.46	\$54,085
Atkinson, Susan M.	Athletic Medical & Rehab Services	\$39,580.00	\$592.34	\$763.27	\$40,936
Aufdembrink, Amy Marie	Advisement Center	\$47,994.00		\$911.89	\$48,906
Austin, Christopher	Web Strategy and Development	\$48,575.00	\$96.00	\$924.75	\$49,596
Babington, April L.	Multicultural Services	\$32,013.00		\$608.25	\$32,621
Backer, Laura N.	PSU-Student Engagement	\$48,551.00		\$922.47	\$49,473
Baer, Julia M.	International Services	\$37,238.00		\$707.52	\$37,946
Bailey, Sherry A.	Registrar	\$31,901.00		\$606.12	\$32,507
Baird, Craig E.	College of Natural and Applied Science	\$55,140.00		\$1,047.66	\$56,188
Baker, James P.	Vp Research & Economic Development	\$171,792.00		\$3,264.05	\$175,056
Baker, Jessica	JQH Arena	\$27,385.00		\$520.32	\$27,905
Balasundaram, Clement	Financial Services	\$64,735.00		\$1,229.97	\$65,965
Balasundaram, Gautam I.	Procurement Services	\$45,208.00		\$858.95	\$46,067
Bales, Sandra L.	Hospitality Leadership	\$28,876.00		\$548.64	\$29,425
Balisle, Jessica F.	OPT	\$27,770.00		\$527.63	\$28,298
Ballard, Sheri L.	Financial Services	\$49,585.00		\$942.12	\$50,527
Bampoe, Michel	Office of Human Resources	\$52,759.00		\$1,002.42	\$53,761
Banion, John A.	Procurement Services	\$53,120.00		\$1,009.28	\$54,129
Banks, Matthew	Multicultural Services	\$33,425.00		\$635.08	\$34,060
Barakat, Terry M.	English Language Institute	\$41,859.00		\$795.32	\$42,654
Barker, Angela J.	College of Arts & Letters	\$61,349.00		\$1,165.63	\$62,515
Barlowe, Jason M.	Greenwood Lab School	\$40,298.00		\$765.66	\$41,064
Barnes, Joshua S.	Residence Life Housing & Dining Services	\$28,540.00		\$542.26	\$29,082
Barnette, Megan E.	Admissions	\$30,222.00		\$574.22	\$30,796
Barnhart, Mary A.	Facilities Management-Custodial	\$23,555.00		\$447.55	\$24,003
Barnits, Kelly S.	Residence Life Housing & Dining Services	\$34,212.00		\$650.03	\$34,862
Barnwell, Melinda A.	Health & Wellness Center	\$34,018.00		\$646.34	\$34,664
Barton, Sheila F.	West Plains Dean of Academic Affairs Office	\$49,504.00		\$940.58	\$50,445
Bass, Randy J.	Health & Wellness Center	\$110,920.00		\$2,107.48	\$113,027
Baughman, Nelia G.	Dean of Students Office	\$34,585.00	\$79.48	\$658.63	\$35,323
Baumann, Denise M.	Residence Life Housing & Dining Services	\$67,910.00		\$1,290.29	\$69,200
Baumgartner, Vernon	Plaster Student Union Physical Plant	\$33,245.00		\$631.66	\$33,877
Beach, Jeremy L.	Office of University Safety	\$29,464.00		\$559.82	\$30,024
Bean, Karla S.	West Plains Allied Health Division	\$35,619.00		\$676.76	\$36,296
Bean, Victoria L.	West Plains Food Service	\$22,133.00		\$420.53	\$22,554
Beck, Catherine A.	Bear Claw	\$32,435.00		\$616.27	\$33,051
Becker, Brett G.	West Plains Information Technology Services	\$60,899.00		\$1,157.08	\$62,056
Becker, Kelly R.	West Plains Information Technology Services	\$49,693.00		\$944.17	\$50,637
Bedell, Dax O.	OPT	\$51,100.00		\$970.90	\$52,071
Bee, Thomas J.	Plaster Student Union Physical Plant	\$22,252.00		\$422.79	\$22,675
Behling, Pamela	Office of University Safety	\$32,334.00		\$614.35	\$32,948
Bell, Deana R.	West Plains Physical Plant	\$24,522.00		\$465.92	\$24,988
Bellis, James D.	College of Agriculture	\$62,895.00		\$1,195.01	\$64,090
Bendure, Jessica R.	COE-Education Advisement	\$48,453.00		\$920.61	\$49,374
Benson, Brian K.	West Plains Physical Plant	\$22,359.57		\$424.83	\$22,784
Benson, Tara E.	PSU-Student Engagement	\$63,575.00		\$1,207.93	\$64,783
Benton, Kimberly S.	Bursars Office	\$35,600.00		\$676.40	\$36,276

Benton, Robert C.	Facilities Management-Grounds	\$23,074.00	\$26.24	\$4,868.92	\$531.41	\$28,501
Berry, Jessica I.	Child Development Center	\$22,554.00			\$428.53	\$22,983
Berry, Melissa D.	Institutional Equity & Compliance	\$82,915.00			\$1,575.39	\$84,490
Bibbs, Christopher A.	Office of University Safety	\$32,551.37			\$618.48	\$33,170
Bilyeu, Kristin M.	Financial Services	\$50,090.00			\$951.71	\$51,042
Bingham, Bill B.	Residence Life Housing & Dining Services	\$35,788.00			\$679.97	\$36,468
Bingham, Brent P.	Residence Life Housing & Dining Services	\$28,813.00			\$547.45	\$29,360
Bird, Biff J.	West Plains Information Technology Services	\$49,316.00			\$937.00	\$50,253
Birkes, Sheryl L.	Financial Aid	\$33,892.00			\$643.95	\$34,536
Birnbaum, Alex	Residence Life Housing & Dining Services	\$22,049.00	\$143.46		\$421.66	\$22,614
Black, James E.	Office of University Safety	\$33,435.00			\$635.27	\$34,070
Black, Troy D.	Facilities Management-Maintenance	\$43,176.00			\$820.34	\$43,996
Blacksher, Julie R.	Modern & Classical Languages	\$32,116.00			\$610.20	\$32,726
Blades, Amy L.	Computer Services	\$41,911.19	\$1,894.33		\$832.30	\$44,638
Blades, Heather L.	Communication	\$49,080.00			\$932.52	\$50,013
Blades, Jesse A.	Agency For Teaching, Leading & Learning	\$56,150.00			\$1,066.85	\$57,217
Blades, Melissa S.	Missouri State Outreach	\$35,956.00			\$683.16	\$36,639
Blake, Michael E.	Facilities Management-Custodial	\$29,958.00			\$569.20	\$30,527
Blankenship, Melissa D.	Hammons Student Center	\$51,100.00			\$970.90	\$52,071
Blasius, Gretchen A.	West Plains Business Office	\$30,536.00			\$580.18	\$31,116
Bledsoe, Nathaniel R.	Postal Services	\$22,179.00	\$13.46		\$421.66	\$22,614
Blevins, Brian	Hammons Student Center	\$32,693.00			\$621.17	\$33,314
Blevins, Sarah E.	Residence Life Housing & Dining Services	\$24,349.00			\$462.63	\$24,812
Blevins, William S.	Office of University Safety	\$27,871.46			\$529.56	\$28,401
Boaz, Ronald K.	Hammons Student Center	\$100,469.00			\$1,908.91	\$102,378
Boddie, John M.	Facilities Management-Maintenance	\$37,973.00			\$721.49	\$38,694
Bodenhausen, Bradley V.	International Programs	\$109,313.00			\$2,076.95	\$111,390
Boey, Jir Shin	Library	\$47,021.00	\$440.50		\$901.77	\$48,363
Bogart, Michele M.	Office of Human Resources	\$38,192.00			\$725.65	\$38,918
Bolin, Raymond D.	Facilities Management-Maintenance	\$47,946.00			\$910.97	\$48,857
Bonds, Jim P.	Residence Life Housing & Dining Services	\$40,704.00			\$773.38	\$41,477
Bonds, Nechell T.	Admissions	\$89,744.00			\$1,705.14	\$91,449
Bones, Barbara A.	Residence Life Housing & Dining Services	\$25,809.00			\$490.37	\$26,299
Bonham, Mark R.	JQH Arena	\$30,011.00			\$570.21	\$30,581
Bonner, Lisa M.	Biomedical Sciences	\$28,205.00			\$535.90	\$28,741
Boslaugh, Benjamin S.	Facilities Management-Maintenance	\$63,171.00	\$102.67		\$1,202.20	\$64,476
Bowden, Tiffany L.	Office of University Safety	\$27,871.46			\$529.56	\$28,401
Bowen, Tamra M.	Financial Services	\$40,144.00			\$762.74	\$40,907
Bowles, Christina S.	Advisement Center	\$38,322.00			\$728.12	\$39,050
Bowles, Philip N.	Web Strategy and Development	\$75,465.00			\$1,433.84	\$76,899
Bowman, Janet C.	OPT	\$34,412.00			\$653.83	\$35,066
Braddish, Dustin J.	Financial Aid	\$33,528.00	\$541.27		\$647.32	\$34,717
Braden, Steven D.	Residence Life Housing & Dining Services	\$48,551.00			\$922.47	\$49,473
Brake, Jody D.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Brame, Erika M.	Web Strategy and Development	\$38,000.00			\$722.00	\$38,722
Brandenburg, Teresa L.	Campus Recreation	\$40,988.00			\$778.77	\$41,767
Branson, Debra A.	Alumni Relations	\$55,953.00			\$1,063.11	\$57,016
Bravo-Brown, Stephen A.	Athletics-Football-Men	\$46,500.00			\$883.50	\$47,384

Brennan, Kelly J.	VP Marketing & Communications	\$42,046.00		\$798.87	\$42,845
Breshears, Andrea M.	Institutional Equity & Compliance	\$31,586.00		\$600.13	\$32,186
Breshears, Rhonda K.	College of Agriculture	\$32,713.00		\$621.55	\$33,335
Brewer, Courtney T.	Residence Life Housing & Dining Services	\$34,597.00		\$657.34	\$35,254
Brewer, Gene A.	Bookstore	\$37,468.00		\$711.89	\$38,180
Brewer, Kimberly A.	Child Development Center	\$22,049.00	\$143.46	\$421.66	\$22,614
Brewer, Robert A.	Athletics-Soccer-Women	\$53,437.00		\$1,015.30	\$54,452
Brewington, Cody H.	Community Outreach	\$41,000.00		\$779.00	\$41,779
Bridges, Cindy J.	West Plains Advisement & Acad Support Ctr	\$48,501.00		\$921.52	\$49,423
Bridges, Kelly K.	Public Affairs	\$29,816.00		\$566.50	\$30,383
Bridges, Paul D.	Facilities Management-Maintenance	\$35,950.00		\$683.05	\$36,633
Bridges, Phillip R.	English Language Institute	\$41,859.00		\$795.32	\$42,654
Brinkerhoff, Kris A.	West Plains Information Technology Services	\$49,004.00		\$931.08	\$49,935
Britton, Richard L.	Residence Life Housing & Dining Services	\$28,080.00		\$533.52	\$28,614
Brockman, Don L.	Health & Wellness Center	\$154,120.00		\$2,928.28	\$157,048
Brockman, Megan R.	Financial Services	\$39,357.00		\$747.78	\$40,105
Brower, Shawn R.	Facilities Management-Maintenance	\$35,435.00	\$464.43	\$682.09	\$36,582
Brown, Abby M.	Facilities Management	\$41,000.00		\$779.00	\$41,779
Brown, Candice E.	Health & Wellness Center	\$38,109.00		\$724.07	\$38,833
Brown, Edward J.	Office of University Safety	\$36,174.00		\$687.31	\$36,861
Brown, Jeffrey D.	Environmental Health & Safety	\$34,496.00		\$655.42	\$35,151
Brown, Matthew T.	Office of University Safety	\$48,551.00		\$922.47	\$49,473
Brown, Susan E.	JQH Arena	\$38,768.00		\$736.59	\$39,505
Broyles, Thora J.	West Plains Dean of Academic Affairs Office	\$39,869.00		\$757.51	\$40,627
Bryant, Nicholas A.	Office of University Safety	\$27,871.46		\$529.56	\$28,401
Brydson, Jacob C.	Athletics-Track-Women	\$39,485.00		\$750.22	\$40,235
Buckner, Sally J.	Reading Foundations & Technology	\$30,366.00		\$576.95	\$30,943
Burasco, Nico R.	KSMU	\$33,528.00	\$541.27	\$647.32	\$34,717
Burger, Elisabeth A.	Admissions	\$51,102.00		\$970.94	\$52,073
Burke, Martin W.	Facilities Management-Custodial	\$23,555.00		\$447.55	\$24,003
Burks, Teresa L.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Burton, Charles E.	Residence Life Housing & Dining Services	\$24,182.00		\$459.46	\$24,641
Busby, Charles M.	Provost Office	\$48,691.00		\$925.13	\$49,616
Busby, Cindy R.	VP University Advancement	\$54,866.00		\$1,042.45	\$55,908
Butcher, Darla J.	Agency For Teaching, Leading & Learning	\$58,190.00		\$1,105.61	\$59,296
Butcher, Jon M.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$23,938
Byrd, Amanda M.	COE-Education Field Experiences	\$44,716.00		\$849.60	\$45,566
Byrne, Siobhan	Residence Life Housing & Dining Services	\$45,414.00		\$862.87	\$46,277
Cabrera Hurtado, Juan D.	English Language Institute	\$35,870.00	\$622.47	\$693.36	\$37,186
Cabrera Hurtado, Kelly N.	International Programs	\$44,415.00		\$843.89	\$45,259
Cahoj, Richard J.	West Plains Bookstore	\$30,219.00		\$574.16	\$30,793
Caldwell, Cheryl M.	West Plains University Communications	\$62,281.00		\$1,183.34	\$63,464
Caldwell, Kelly	Residence Life Housing & Dining Services	\$22,778.00		\$432.78	\$23,211
Calico, Dean A.	Facilities Management-Custodial	\$27,650.00		\$525.35	\$28,175
Calkins, Holly L.	Facilities Management-Maintenance	\$37,762.00		\$717.48	\$38,479
Campbell, Garry	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$23,938
Campbell, Judith A.	Counseling Leadership & Special Education	\$34,593.00		\$657.27	\$35,250
Campbell, Meagan L.	Admissions	\$30,116.00		\$572.20	\$30,688

Canella, John M.	Office of University Safety	\$34,741.00		\$660.08	\$35,401
Cantrell, Shelley M.	VP Administrative Services	\$35,839.00		\$680.94	\$36,520
Caravella, David R.	Faculty Center for Teaching & Learning	\$53,757.00		\$1,021.38	\$54,778
Carberry, Stephen F.	Intercollegiate Athletics	\$36,960.00		\$702.24	\$37,662
Cardwell, Thomas B.	Facilities Management-Maintenance	\$38,367.00		\$728.97	\$39,096
Carl, Teresa A.	Management	\$37,376.00		\$710.14	\$38,086
Carr, Amber N.	West Plains Director of Development	\$41,000.00		\$779.00	\$41,779
Carrington, Terri L.	Provost Office	\$55,953.00		\$1,063.11	\$57,016
Carroll, Callie J.	VP University Advancement	\$43,020.00		\$817.38	\$43,837
Carroll, Tracy	Geography Geology & Planning	\$28,515.00		\$541.79	\$29,057
Carson, Edward K.	Juanita K Hammons Hall	\$42,454.00		\$806.63	\$43,261
Carter, Nicholas A.	Bookstore	\$33,528.00	\$541.27	\$647.32	\$34,171
Carter, Thomas A.	OPT	\$71,279.00		\$1,354.30	\$72,633
Casada, Debra K.	Facilities Management-Custodial	\$28,375.00		\$539.13	\$28,914
Case, William P.	OPT	\$57,661.00		\$1,095.56	\$58,757
Cataldo, Monica O.	OPT	\$35,627.00		\$676.91	\$36,304
Cates, Jared L.	West Plains Student Life	\$48,551.00		\$922.47	\$49,473
Caudle, Larry W.	Office of University Safety	\$32,553.00		\$618.51	\$33,172
Cavitt, Anyta M.	COE-Education Advisement	\$33,566.00	\$503.27	\$647.32	\$34,171
Cavitt, Bruce A.	West Plains Advisement & Acad Support Ctr	\$33,930.00	\$139.27	\$647.32	\$34,171
Chambers, Jeffery D.	Facilities Management-Grounds	\$34,883.00		\$662.78	\$35,546
Champagne, Leslie F.	College of Education	\$29,647.00		\$563.29	\$30,210
Chandler-Clayton, Cynthia L.	Physician Assistant Studies	\$33,598.00		\$638.36	\$34,236
Chang, James J.	English	\$27,910.00		\$530.29	\$28,440
Chapman, David L.	Facilities Management	\$34,083.00		\$647.58	\$34,731
Chastain, William S.	Facilities Management-Maintenance	\$38,589.00		\$733.19	\$39,322
Chavez, Katrina	Registrar	\$44,030.00		\$836.57	\$44,867
Cheek, Julie K.	Art & Design	\$37,572.00		\$713.87	\$38,286
Chen, Li-Ling	Env Plant Science & Natural Resources	\$37,219.00		\$707.16	\$37,926
Childress, Priscilla	New Student and Family Programs	\$48,551.00		\$922.47	\$49,473
Childs, Elaina K.	Financial Aid	\$30,219.00		\$574.16	\$30,793
Chinn, Calvin L.	Facilities Management-Grounds	\$23,264.00	\$4,704.92	\$531.41	\$28,500
Chorn, Gary D.	Facilities Management-Maintenance	\$65,503.00		\$1,244.56	\$66,748
Chorn, Malynda L.	Facilities Management	\$35,778.00	\$121.43	\$682.09	\$36,582
Christian, Donna K.	Internal Audit And Compliance	\$104,280.00		\$1,981.32	\$106,261
Cinkosky, Heather R.	Health & Wellness Center	\$27,910.00		\$530.29	\$28,440
Citterio, Chiara	Counseling Center	\$43,000.00		\$817.00	\$43,817
Clark, Cassandra L.	College of Agriculture	\$35,950.00		\$683.05	\$36,633
Clark, Christopher	Residence Life Housing & Dining Services	\$40,495.00		\$769.41	\$41,264
Clark, Donald L.	Residence Life Housing & Dining Services	\$38,371.00		\$729.05	\$39,100
Clark, James M.	Facilities Management-Grounds	\$34,933.00		\$663.73	\$35,597
Clark, John B.	Facilities Management-Grounds	\$55,995.00		\$1,063.91	\$57,059
Clark, Kaye I.	Child Development Center	\$28,824.00	\$378.23	\$554.84	\$29,757
Clark, Kimberly A.	Advancement Services	\$32,069.00		\$609.31	\$32,678
Clark, Lisa L.	Development Office	\$78,144.00		\$1,484.74	\$79,629
Clark, Megan C.	Center for Resource Planning & Management	\$37,465.00		\$711.84	\$38,177
Claussen, Patty A.	Financial Aid	\$40,551.00		\$770.47	\$41,321
Clayton, Ryan	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614

Clements, Melinda J.	Residence Life Housing & Dining Services	\$23,359.00		\$443.82	\$23,803
Clemmons, Vera V.	Office of University Safety	\$27,871.46		\$529.56	\$28,401
Clinkenbeard, Merica A.	Agency For Teaching, Leading & Learning	\$51,100.00		\$970.90	\$52,071
Clouse, Nick D.	Faculty Center for Teaching & Learning	\$39,828.00		\$756.73	\$40,585
Cobb, Rhonda L.	West Plains Bookstore	\$30,219.00		\$574.16	\$30,793
Cobban, Jean A.	College of Agriculture	\$29,535.43		\$561.17	\$30,097
Cockrum, Angela P.	Networking & Telecommunications	\$47,324.00		\$899.16	\$48,223
Coffman, Lance R.	SBTDC	\$48,575.00		\$922.93	\$49,498
Coffman, Steven D.	Networking & Telecommunications	\$75,866.00	\$2,008.78	\$1,479.62	\$79,354
Cole, Andrew C.	College of Humanities & Public Affairs	\$42,938.00	\$867.52	\$832.30	\$44,638
Coleman, Courtney V.	Biology	\$47,479.00		\$902.10	\$48,381
Colip, Katie	Residence Life Housing & Dining Services	\$41,808.00		\$794.35	\$42,602
Collier, Jonathan M.	Facilities Management-Maintenance	\$31,187.00	\$460.15	\$601.30	\$32,248
Collins, Alyssa D.	West Plains Business Office	\$38,668.00		\$734.69	\$39,403
Collins, CJ	West Plains Information Technology Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Collins, David J.	Athletics-Swimming-Men	\$63,608.00		\$1,208.55	\$64,817
Collins, Kileene M.	West Plains Student Services	\$27,639.00		\$525.14	\$28,164
Combs, Cheryl R.	Student Employment Service	\$48,551.00		\$922.47	\$49,473
Combs, Theresa S.	West Plains Registration & Records	\$30,219.00		\$574.16	\$30,793
Compton, Jerome W.	Planning, Design & Construction	\$73,346.00		\$1,393.57	\$74,740
Compton, Pamela	Residence Life Housing & Dining Services	\$18,474.00		\$351.01	\$18,825
Concepcion, Manuel E.	Athletics-Volleyball-Women	\$42,010.00		\$798.19	\$42,808
Conlon, Shannon L.	Library	\$37,064.00		\$704.22	\$37,768
Conner, Amanda F.	Facilities Management	\$29,906.00		\$568.21	\$30,474
Cook, Caryn M.	Sports Medicine & Athletic Training	\$28,363.00		\$538.90	\$28,902
Cook, Kimberly A.	Merchandising and Fashion Design	\$21,476.00		\$408.04	\$21,884
Cook, Sara L.	Health & Wellness Center	\$115,740.00		\$2,199.06	\$117,939
Cook, Sheila	Financial Aid	\$28,028.00		\$532.53	\$28,561
Cooksey, Floyd A.	Facilities Management-Custodial	\$27,657.00		\$525.48	\$28,182
Coones, Jacquelyn L.	Development Office	\$61,311.00		\$1,164.91	\$62,476
Cooper, Lisa G.	Facilities Management-Custodial	\$23,555.00		\$447.55	\$24,003
Cornelison, Lauren E.	Center for Biomedical & Life Sciences	\$46,472.00	\$989.50	\$901.77	\$48,363
Cortez, Willie G.	Facilities Management-Maintenance	\$32,622.00		\$619.82	\$33,242
Cottrell, Julia L.	Assessment	\$33,928.00		\$644.63	\$34,573
Coulter, Terrie A.	Athletics-Basketball-Women	\$29,949.60		\$569.04	\$30,519
Cox, Erica L.	Biology	\$46,185.00		\$877.52	\$47,063
Cox, Jennifer C.	VP Administrative Services	\$78,370.00		\$1,489.03	\$79,859
Cox, Ronda G.	Greenwood Lab School	\$28,880.00		\$548.72	\$29,429
Cozort, Carol A.	Agency For Teaching, Leading & Learning	\$52,009.00		\$988.17	\$52,997
Craig, Rebecca L.	West Plains Financial Aid	\$32,190.00		\$611.61	\$32,802
Creson, Michelle	Financial Aid	\$32,101.00		\$609.92	\$32,711
Crews, Carrie D.	College of Agriculture	\$35,299.00		\$670.68	\$35,970
Crist, Robert	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Crockett, Jeffrey G.	Office of University Safety	\$28,915.00		\$549.39	\$29,464
Crockett, Jonathan	Facilities Management	\$44,108.00	\$907.49	\$855.29	\$45,871
Crowe, Danny	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Culbertson, Cory B.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$446.35	\$23,938
Culver, Sandra E.	College of Business	\$63,305.00		\$1,202.80	\$64,508

Cummings, Valerie D.	Outreach Publications & Marketing	\$50,691.00			\$963.13	\$51,654
Cunningham, Kym S.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46		\$421.66	\$22,614
Curry, Matthew T.	Jordan Valley Innovation Center	\$96,387.00			\$1,831.35	\$98,218
Curtis, Lamar L.	Financial Services	\$51,070.00			\$970.33	\$52,040
Dalton, Kelly J.	Financial Services	\$60,190.00			\$1,143.61	\$61,334
Dalton, Nicole L.	Veteran Student Center	\$33,330.00			\$633.27	\$33,963
Dane, Michelle L.	Financial Services	\$30,399.00			\$577.58	\$30,977
Daniels, Amy J.	Financial Services	\$36,960.00			\$702.24	\$37,662
Daniels, Thomas D.	Residence Life Housing & Dining Services	\$29,749.00			\$565.23	\$30,314
Davidson, Bradley W.	International Programs	\$48,561.00			\$922.66	\$49,484
Davidson, Michael P.	Facilities Management-Maintenance	\$35,389.00	\$510.43		\$682.09	\$36,582
Davis, Austin J.	Childhood Education & Family Studies	\$23,399.55	\$343.69		\$451.12	\$24,194
Davis, Janet L.	College of Business	\$29,380.00			\$558.22	\$29,938
Davis, John W.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Davis, Kathy J.	Advisement Center	\$73,072.00			\$1,388.37	\$74,460
Davis, Ronald F.	Residence Life Housing & Dining Services	\$33,322.00			\$633.12	\$33,955
Davis, Ruth A.	Office of University Safety	\$28,915.00			\$549.39	\$29,464
Davis-Cunningham, Margrie D.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Dawson, April R.	Postal Services	\$28,824.00	\$378.23		\$554.84	\$29,757
Day, Kaya P.	Physical Therapy	\$29,514.00			\$560.77	\$30,075
Day, Lori K.	Admissions	\$33,212.00			\$631.03	\$33,843
Deal, James W.	Facilities Management	\$28,869.84			\$548.53	\$29,418
DeBoef, Ryan T.	President's Office	\$148,927.00			\$2,829.61	\$151,757
Deckard, Shelly K.	Associate VP for Economic Development	\$44,878.00			\$852.68	\$45,731
Decker, James B.	English Language Institute	\$41,859.00			\$795.32	\$42,654
Deever, Nakia	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Del Conte, Terri H.	Athletics-Volleyball-Women	\$26,355.00			\$500.75	\$26,856
Delamora, Nicholas D.	Computer Services	\$54,708.00	\$1,274.34		\$1,063.66	\$57,046
Dembele, Moussa	Plaster Stadium	\$27,385.00			\$520.32	\$27,905
Denson, Cody S.	Computer Services	\$55,140.00	\$842.34		\$1,063.66	\$57,046
Depriest, Christopher S.	Theatre & Dance	\$51,618.00			\$980.74	\$52,599
Derby, Norma S.	Financial Aid	\$30,235.00			\$574.47	\$30,809
Derrick, Laura J.	Planning, Design & Construction	\$70,000.00			\$1,330.00	\$71,330
Derrick, Noel K.	Residence Life Housing & Dining Services	\$30,778.00			\$584.78	\$31,363
Derricks, Shannon E.	Athletic Medical & Rehab Services	\$53,037.00			\$1,007.70	\$54,045
Dettmers, Crystal R.	Student Employment Service	\$30,893.00			\$586.97	\$31,480
DeWitt, Clyta A.	Bookstore	\$27,910.00			\$530.29	\$28,440
Dickens, Kristen	Financial Services	\$28,807.45	\$394.55			\$29,202
Dickerson, Kerry	VP University Advancement	\$77,360.00			\$1,469.84	\$78,830
Dickison, Lynn E.	Computer Services	\$78,384.00			\$1,489.30	\$79,873
Dietrich, Sara E.	Athletics-Volleyball-Women	\$41,000.00			\$779.00	\$41,779
Dionne, Dawn M.	West Plains Food Service	\$34,370.00			\$653.03	\$35,023
Dirks-Ham, Chelsea R.	Athletics-Swimming-Men	\$37,361.00			\$709.86	\$38,071
Divin, Jenay L.	Title IX Office	\$40,192.00			\$763.65	\$40,956
Dixon, Kimberly J.	PSU-Student Engagement	\$29,485.00			\$560.22	\$30,045
Dixon, Stephanie	Music	\$30,048.00			\$570.91	\$30,619
Dixon, Tammy L.	Counseling Center	\$50,697.00			\$963.24	\$51,660

Dockery, Rachael M.	Legal Affairs And Compliance	\$159,392.00		\$3,028.45	\$162,420
Doennig, Eric R.	Athletics Communications	\$48,551.00		\$922.47	\$49,473
Donelson, Randy M.	Facilities Management-Maintenance	\$37,721.00		\$716.70	\$38,438
Donnellan, Debra M.	Office of Human Resources	\$56,299.00		\$1,069.68	\$57,369
Donnelson, Nicki L.	University Communications	\$48,575.00		\$922.93	\$49,498
Dotson, Brandy L.	Plaster Student Union Physical Plant	\$23,594.00		\$448.29	\$24,042
Dotson, Seth N.	Plaster Student Union Physical Plant	\$24,128.00		\$458.43	\$24,586
Douglas, Addie E.	Campus Recreation	\$36,250.00		\$688.75	\$36,939
Douglas, Carole K.	Residence Life Housing & Dining Services	\$50,090.00		\$951.71	\$51,042
Douglas, Jennifer L.	Bookstore	\$29,527.00		\$561.01	\$30,088
Dover, Susan M.	Graduate College	\$34,897.60		\$663.05	\$35,561
Dowdy, Marcia B.	Agency For Teaching, Leading & Learning	\$51,100.00		\$970.90	\$52,071
Drennan, Sally A.	Child Development Center	\$30,219.00		\$574.16	\$30,793
Dressler, Howard G.	Facilities Management-Maintenance	\$41,345.00		\$785.56	\$42,131
Drinker, Lakan	Graduate College	\$50,000.00		\$950.00	\$50,950
Driskell, Russell D.	Agriculture-Mtn Grv Campus	\$37,040.00		\$703.76	\$37,744
Driskell, Vickie J.	West Plains University Communications	\$40,227.00		\$764.31	\$40,991
Driver, Donna J.	Residence Life Housing & Dining Services	\$32,015.00		\$608.29	\$32,623
Dubree, Kimberly L.	COE-Education Field Experiences	\$54,130.00	\$619.56	\$1,040.24	\$55,790
Dugan, Susan I.	PSU-Event and Meeting Services	\$27,996.26		\$531.93	\$28,528
Dunn, William B.	VP University Advancement	\$161,134.00		\$3,061.55	\$164,196
Durden, Joni R.	Biology	\$32,634.00		\$620.05	\$33,254
Durden, Karen G.	Library	\$34,023.00		\$646.44	\$34,669
Eagleman, Laketa J.	Childhood Education & Family Studies	\$29,740.00		\$565.06	\$30,305
Earnshaw, Dylan	College of Natural and Applied Science	\$33,000.00	\$1,069.27	\$647.32	\$34,717
East, Stephanie M.	Health & Wellness Center	\$32,797.00		\$623.14	\$33,420
Easter, Eric C.	Planning, Design & Construction	\$42,000.00		\$798.00	\$42,798
Easter, Lauren N.	Campus Recreation	\$40,994.00		\$778.89	\$41,773
Edmond, Brian S.	Computer Services	\$75,866.00	\$2,008.78	\$1,479.62	\$79,354
Edwards, Christine J.	Library	\$32,029.00		\$608.55	\$32,638
Edwards, Daniel J.	Facilities Management-Maintenance	\$42,512.00		\$807.73	\$43,320
Edwards, Mark A.	Facilities Management-Custodial	\$23,555.00		\$447.55	\$24,003
Eiken, Melissa J.	Library	\$35,344.00		\$671.54	\$36,016
Eisman, Karen D.	Information Technology and Cybersecurity	\$35,911.00		\$682.31	\$36,593
Ekhause, Mary J.	Postal Services	\$24,079.00		\$457.50	\$24,537
Elder, Shaun M.	Computer Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Elders, Vicki L.	Career Center	\$30,851.00		\$586.17	\$31,437
Elkins, Sherry B.	College of Business	\$33,930.00	\$139.27	\$647.32	\$34,717
Elliott, Cindy L.	Physical Therapy	\$33,528.00	\$541.27	\$647.32	\$34,717
Elliott, Elizabeth	Physician Assistant Studies	\$26,546.00		\$504.37	\$27,050
Ellis, Carol A.	Bookstore	\$33,394.00		\$634.49	\$34,028
Ellis, Deborah L.	Residence Life Housing & Dining Services	\$38,414.00		\$729.87	\$39,144
Ellison, Tyrone K.	Facilities Management-Custodial	\$24,855.00		\$472.25	\$25,327
Elrod, Keri L.	West Plains Aquatics-Wellness	\$48,551.00		\$922.47	\$49,473
Elsworth, Elizabeth A.	Office of University Safety	\$31,565.00		\$599.74	\$32,165
Embretson, Scott A.	Bookstore	\$40,627.00		\$771.91	\$41,399
Emery, Jeremy J.	Agriculture-Mtn Grv Campus	\$28,624.00		\$543.86	\$29,168
Endicott, Jordan D.	Political Science	\$31,360.00		\$595.84	\$31,956

Englert, Andrew M.	Office of University Safety	\$69,280.00			\$1,316.32	\$70,596
Epperson, Tracey J.	Facilities Management-Maintenance	\$33,566.00			\$637.75	\$34,204
Erickson, Janet M.	Library	\$36,687.00			\$697.05	\$37,384
Espy, Brenda L.	Intercollegiate Athletics	\$39,704.20			\$754.38	\$40,459
Essel, Paul J.	Financial Services	\$51,080.00			\$970.52	\$52,051
Estes, Rebecca A.	West Plains Advisement & Acad Support Ctr	\$28,424.00			\$540.06	\$28,964
Eth, Joe P.	Computer Services	\$60,834.00			\$1,155.85	\$61,990
Euglow, Rebecca A.	Registrar	\$28,824.00	\$378.23		\$554.84	\$29,757
Euglow, Todd R.	Career Center	\$42,263.00			\$803.00	\$43,066
Evans, Kelly T.	Financial Aid	\$39,492.00			\$750.35	\$40,242
Evans, Paul A.	Athletics-Baseball-Men	\$71,144.00			\$1,351.74	\$72,496
Evans, Vicki D.	Library	\$37,615.00			\$714.69	\$38,330
Everett, Sheldon D.	Athletics-Basketball-Men	\$48,070.00			\$913.33	\$48,983
Eversoll, Norwin L.	Facilities Management-Maintenance	\$43,500.00			\$826.50	\$44,327
Ewert, Debbie J.	Networking & Telecommunications	\$65,861.00			\$1,251.36	\$67,112
Ewy, Timothy M.	Computer Services	\$43,106.00	\$699.52		\$832.30	\$44,638
Fairchild, Austin L.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Fairchild, Marisa D.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Falls, Berlin D.	Facilities Management-Custodial	\$33,761.00			\$641.46	\$34,402
Falls, Karen S.	Facilities Management-Custodial	\$33,011.00			\$627.21	\$33,638
Fan, Jinzi	International Programs	\$41,000.00			\$779.00	\$41,779
Fan, Lori	Alumni Relations	\$91,773.00			\$1,743.69	\$93,517
Farris, Robin E.	Counseling Leadership & Special Education	\$48,551.00			\$922.47	\$49,473
Feind, Danny W.	KSMU	\$54,484.00			\$1,035.20	\$55,519
Ferber, Jason C.	OPT	\$38,592.00			\$733.25	\$39,325
Ferguson, Karla S.	COE-Education Field Experiences	\$44,717.00			\$849.62	\$45,567
Ferguson, Michael L.	Alumni Relations	\$48,830.00			\$927.77	\$49,758
Ferguson, Suzann A.	Career Center	\$43,682.00			\$829.96	\$44,512
Ferguson, Wendy M.	Development Office	\$99,404.00			\$1,888.68	\$101,293
Few, Tamaria	Office of Human Resources	\$106,650.00			\$2,026.35	\$108,676
Fife, Jordan	Athletics-Track-Women	\$42,549.00			\$808.43	\$43,357
Figg, Trent A.	Athletics-Football-Men	\$58,015.00			\$1,102.29	\$59,117
Finch, Ken J.	Facilities Management-Custodial	\$33,245.00			\$631.66	\$33,877
Fink, Jessica D.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Fischer, Scott R.	Library	\$29,943.00			\$568.92	\$30,512
Fisher, Destiney R.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Fisher, Michael L.	Faculty Center for Teaching & Learning	\$48,064.00			\$913.22	\$48,977
Flannery, Sean M.	Computer Services	\$42,938.00	\$867.52		\$832.30	\$44,638
Fletcher, Glenn W.	Facilities Management-Maintenance	\$39,236.00			\$745.48	\$39,981
Flores, Tamara L.	College of Business	\$31,061.00			\$590.16	\$31,651
Flosi, Michael D.	Computer Services	\$55,760.00			\$1,059.44	\$56,819
Ford, Dana S.	Athletics-Basketball-Men	\$379,350.00			\$7,207.65	\$386,558
Ford, Luke	Office of University Safety	\$28,915.00			\$549.39	\$29,464
Forester, Carol L.	Office of University Safety	\$28,424.00			\$540.06	\$28,964
Forshee, Bryan T.	Technology & Construction Management	\$45,874.00			\$871.61	\$46,746
Fortney, David L.	Facilities Management-Maintenance	\$32,342.00			\$614.50	\$32,956
Fossett, Shaun A.	Counseling Center	\$44,030.00			\$836.57	\$44,867
Foster, Karen M.	Plaster Student Union Administration	\$38,262.00			\$726.98	\$38,989

Foster, Kurtis R.	English Language Institute	\$39,403.00			\$748.66	\$40,152
Foster, Sarah K.	College of Natural and Applied Science	\$33,000.00	\$1,069.27		\$647.32	\$34,717
Foucart, Stephen C.	Financial Services	\$162,737.00			\$3,092.00	\$165,829
Fox, Daniel J.	Plaster Student Union Administration	\$36,657.00			\$696.48	\$37,353
Fox, Michael	Networking & Telecommunications	\$37,682.00			\$715.96	\$38,398
Francka, Jacob J.	Facilities Management-Maintenance	\$41,339.00			\$785.44	\$42,124
Francka, Samantha J.	International Programs	\$41,556.00			\$789.56	\$42,346
Franklin, Keri R.	Assessment	\$96,836.00			\$1,839.88	\$98,676
Franklin, Rhonda S.	Health & Wellness Center	\$31,061.00			\$590.16	\$31,651
Frederick, Susan D.	Athletics-Softball-Women	\$51,260.00			\$973.94	\$52,234
Frederick, Teresa L.	Residence Life Housing & Dining Services	\$66,250.00			\$1,258.75	\$67,509
Freeman, Ronnie H.	Facilities Management-Custodial	\$36,253.00			\$688.81	\$36,942
Freres, Lindsay B.	Child Development Center	\$22,049.00	\$143.46		\$421.66	\$22,614
Frerichs, Warren R.	Graduate College	\$35,950.00			\$683.05	\$36,633
Frevert, Brandon K.	Juanita K Hammons Hall	\$33,986.00	\$83.27		\$647.32	\$34,717
Frey, Jeremiah S.	Athletics Strength & Conditioning	\$49,198.00			\$934.76	\$50,133
Fritz, Marla D.	Chemistry	\$24,814.00			\$471.47	\$25,285
Frizell, Michael L.	Bear Claw	\$62,867.00			\$1,194.47	\$64,061
Funderburk, Stacey L.	Editorial and Design Services	\$61,804.00			\$1,174.28	\$62,978
Gallion, Deborah A.	Juanita K Hammons Hall	\$62,608.00			\$1,189.55	\$63,798
Gant, Lucas W.	Intercollegiate Athletics	\$28,540.00			\$542.26	\$29,082
Gao, Yan	Financial Services	\$36,960.00			\$702.24	\$37,662
Garcia-Pusateri, Yvania	Multicultural Services	\$63,220.00			\$1,201.18	\$64,421
Gardner, Hobart J.	Facilities Management-Maintenance	\$32,004.00			\$608.08	\$32,612
Garland, Diana K.	Bear Claw	\$58,550.00			\$1,112.45	\$59,662
Garman, Stephen R.	Financial Aid	\$48,551.00			\$922.47	\$49,473
Garrett, Filip J.	Health & Wellness Center	\$154,120.00			\$2,928.28	\$157,048
Garton, Edwin M.	Provost Office	\$62,685.00			\$1,191.02	\$63,876
Gavel, Michelle N.	Financial Aid	\$35,041.00			\$665.78	\$35,707
Geiger, Lacey J.	I Courses	\$41,000.00			\$779.00	\$41,779
George, Jessica N.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Germann, Julie	Agency For Teaching, Leading & Learning	\$51,100.00			\$970.90	\$52,071
Gettys, Jeffery S.	College of Agriculture	\$61,200.00			\$1,162.80	\$62,363
Gibbs, William E.	Residence Life Housing & Dining Services	\$18,474.00			\$351.01	\$18,825
Gibson, Deana L.	Geography Geology & Planning	\$35,290.00			\$670.51	\$35,961
Gibson, Peggy S.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Gieselman-Holthaus, Tracie D.	Library	\$42,515.00			\$807.79	\$43,323
Gilbert, Tyler	Facilities Management	\$23,212.35			\$441.03	\$23,653
Giles, Chelsey N.	Financial Aid	\$65,497.00			\$1,244.44	\$66,741
Gilsten, Heather D.	Computer Services	\$28,499.00			\$541.48	\$29,040
Gipson, Corey	Athletics-Basketball-Men	\$106,650.00			\$2,026.35	\$108,676
Gladden, Monte D.	JQH Arena	\$46,166.00			\$877.15	\$47,043
Glaessgen, Tracey A.	Center Academic Success & Transition	\$55,572.00			\$1,055.87	\$56,628
Glynn, Timothy S.	Residence Life Housing & Dining Services	\$25,148.00			\$477.81	\$25,626
Gochenauer, Kristan E.	Board of Governors	\$64,472.00			\$1,224.97	\$65,697
Goeringer, Rebecca	Health & Wellness Center	\$31,134.00			\$591.55	\$31,726
Goerndt, Angela M.	Research Administration	\$45,040.00			\$855.76	\$45,896
Goin, Kelsey L.	English Language Institute	\$26,402.70			\$501.65	\$26,904

Golden, Mary L.	Provost Office	\$52,447.00		\$996.49	\$53,443
Gong, Xiao'ou	College of Business	\$53,750.00		\$1,021.25	\$54,771
Gonzalez, Alexis A.	English	\$46,050.00		\$874.95	\$46,925
Good, William C.	College of Natural and Applied Science	\$44,161.00		\$839.06	\$45,000
Goodman, Melissa R.	Intercollegiate Athletics	\$48,551.00		\$922.47	\$49,473
Goodwin, Debra A.	VP University Advancement	\$30,053.00		\$571.01	\$30,624
Gordon, Nancy A.	Faculty Center for Teaching & Learning	\$64,990.00	\$705.78	\$1,248.22	\$66,944
Graham, Alexandra E.	West Plains Dean of Academic Affairs Office	\$47,013.00		\$893.25	\$47,906
Graham, Christy L.	Graduate College	\$47,167.00		\$896.17	\$48,063
Graham, Diana	Residence Life Housing & Dining Services	\$37,768.00		\$717.59	\$38,486
Graham, Phillip A.	Copy This	\$39,160.00		\$744.04	\$39,904
Grant, Robert K.	Computer Services	\$47,642.00	\$1,029.47	\$924.76	\$49,596
Gray, Monica D.	Development Office	\$32,522.00		\$617.92	\$33,140
Green, Carol J.	Institutional Research	\$40,987.00		\$778.75	\$41,766
Green, Marian E.	College of Education	\$30,455.00		\$578.65	\$31,034
Green, Toni	Residence Life Housing & Dining Services	\$33,930.00	\$139.27	\$647.32	\$34,717
Greer, Andrea J.	PSU-Student Engagement	\$34,940.00		\$663.86	\$35,604
Greer, Brenda K.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$446.35	\$23,938
Greer, Mariah	Multicultural Services	\$33,528.00	\$541.27	\$647.32	\$34,717
Grevillius, Jeffrey R.	Bookstore	\$49,236.00		\$935.48	\$50,171
Griffin, Margie A.	West Plains Dean of Academic Affairs Office	\$31,484.00		\$598.20	\$32,082
Grills, Benton G.	West Plains Physical Plant	\$29,119.44		\$553.27	\$29,673
Grimsley, Jared A.	Residence Life Housing & Dining Services	\$33,528.00	\$541.27	\$647.32	\$34,717
Grindstaff, Brian K.	College of Natural and Applied Science	\$48,337.00		\$918.40	\$49,255
Grisham, Paige M.	College of Business	\$33,500.00	\$569.27	\$647.32	\$34,717
Gross, Tracy L.	Agency For Teaching, Leading & Learning	\$52,009.00		\$988.17	\$52,997
Grosso, Karen A.	TRIO	\$46,373.00		\$881.09	\$47,254
Guinn, Kristina G.	International Services	\$43,290.00		\$822.51	\$44,113
Guttin, Keith	Athletics-Baseball-Men	\$125,608.00		\$2,386.55	\$127,995
Hackeson, Michael	Networking & Telecommunications	\$56,800.00		\$1,079.20	\$57,879
Hackworth, Michel K.	Financial Services	\$70,285.00		\$1,335.42	\$71,620
Hader, William K.	International Programs	\$56,541.00		\$1,074.28	\$57,615
Haener, Lori B.	Health & Wellness Center	\$47,909.00		\$910.27	\$48,819
Hagenhoff, Cynthia M.	McQueary College of Health & Human Services	\$33,528.00	\$541.27	\$647.32	\$34,717
Hahn, Kathleen S.	School of Anesthesia	\$33,528.00	\$541.27	\$647.32	\$34,717
Hains, Arthur R.	VP Marketing & Communications	\$62,124.00		\$1,180.36	\$63,304
Hains, Kathleen	Theatre & Dance	\$26,997.88		\$512.96	\$27,511
Hale, Carole A.	Accounting	\$37,320.00		\$709.08	\$38,029
Hall, David A.	Office of University Safety	\$100,070.00		\$1,901.33	\$101,971
Hall, John A.	Adult Student Services	\$41,000.00		\$779.00	\$41,779
Hall, Stefani N.	College of Business	\$33,279.36		\$632.31	\$33,912
Hallgren, Deanna M.	Child Development Center	\$55,038.00		\$1,045.72	\$56,084
Hames, Jennifer E.	Greenwood Lab School	\$32,229.00		\$612.35	\$32,841
Hamilton, Melisa A.	Vp Research & Economic Development	\$24,959.52		\$474.23	\$25,434
Hamilton, Timmarie I.	Social Work	\$39,362.00		\$747.88	\$40,110
Hamman, Bradley C.	Computer Services	\$62,586.00		\$1,189.13	\$63,775
Hammers, Michael G.	Facilities Management-Maintenance	\$44,580.00	\$435.49	\$855.29	\$45,871
Hamon, Pascal	English Language Institute	\$53,037.00		\$1,007.70	\$54,045

Hampsten, Darrell R.	West Plains Dir of University-Comm Programs	\$52,933.00			\$1,005.73	\$53,939
Hampton, Mona J.	Financial Services	\$28,824.00	\$378.23		\$554.84	\$29,757
Handley, Scott E.	Honors College	\$50,093.00			\$951.77	\$51,045
Haney, Lisa M.	Center for Archeological Research	\$39,717.00			\$754.62	\$40,472
Hankins, Amy D.	Library	\$35,303.00			\$670.76	\$35,974
Hannum, Brad D.	Computer Services	\$42,938.00	\$867.52		\$832.30	\$44,638
Harbaugh, Rebecca	Registrar	\$56,010.00			\$1,064.19	\$57,074
Hardcastle, Joseph	Residence Life Housing & Dining Services	\$22,049.00	\$143.46		\$421.66	\$22,614
Hardie, Kimberly D.	Printing Services	\$32,448.00			\$616.51	\$33,065
Hardin, Jonathan L.	Chemistry	\$35,421.00	\$478.43		\$682.09	\$36,582
Haring, Katherine	College of Business	\$51,100.00			\$970.90	\$52,071
Harp, Paige E.	Library	\$35,484.12			\$674.20	\$36,158
Harp, Patrick D.	Computer Services	\$36,006.00			\$684.11	\$36,690
Harper, Alison K.	Development Office	\$61,200.00			\$1,162.80	\$62,363
Harris, Stephen M.	West Plains Physical Plant	\$29,622.00			\$562.82	\$30,185
Harrison, Rebecca L.	International Programs	\$34,684.00			\$659.00	\$35,343
Harsen, Mark F.	Networking & Telecommunications	\$91,501.00			\$1,738.52	\$93,240
Harter, Sharon K.	Residence Life Housing & Dining Services	\$22,671.00			\$430.75	\$23,102
Hartzler, Nathan S.	Media, Journalism & Film	\$50,600.00			\$961.40	\$51,561
Harvey, Terrill A.	Bookstore	\$32,657.00			\$620.48	\$33,277
Haselden, Laura C.	Registrar	\$23,358.00			\$443.80	\$23,802
Hash, Kathleen M.	Admissions	\$31,734.00			\$602.95	\$32,337
Haun, Corey L.	Computer Services	\$54,708.00	\$1,274.34		\$1,063.66	\$57,046
Hauschildt, Mitchell D.	Athletic Medical & Rehab Services	\$48,179.00			\$915.40	\$49,094
Hawk, Bryan L.	Financial Aid	\$35,950.00			\$683.05	\$36,633
Hawkins, Derrick L.	Facilities Management-Maintenance	\$37,178.00			\$706.38	\$37,884
Hawkins, Ross J.	Advisement Center	\$47,994.00			\$911.89	\$48,906
Hawkins, Thomas R.	Facilities Management-Custodial	\$22,179.00	\$13.46	\$1,299.68	\$446.35	\$23,938
Hayes, Frances C.	Juanita K Hammons Hall	\$31,578.00			\$599.98	\$32,178
Haymans, Leonard A.	Facilities Management-Maintenance	\$32,622.00			\$619.82	\$33,242
Haynes, Tabitha J.	VP Diversity & Inclusion	\$48,551.00			\$922.47	\$49,473
Hays, Brian J.	College of Natural and Applied Science	\$52,094.00			\$989.79	\$53,084
Headrick, Jake P.	Athletics-Basketball-Men	\$91,500.00			\$1,738.50	\$93,239
Heath, Robert W.	Health & Wellness Center	\$154,120.00			\$2,928.28	\$157,048
Heaton, Brian D.	Web Strategy and Development	\$66,969.00			\$1,272.41	\$68,241
Heibeck, Holly E.	Admissions	\$31,733.00			\$602.93	\$32,336
Heinz, Jessica J.	Web Strategy and Development	\$76,500.00			\$1,453.50	\$77,954
Heinz, Rachel L.	College of Education	\$55,000.00			\$1,045.00	\$56,045
Helton, Kelli N.	Psychology	\$24,801.00			\$471.22	\$25,272
Henderson, Tabitha L.	Finance & General Business	\$28,765.85			\$546.55	\$29,312
Hendrickson, Donald R.	Advancement Services	\$48,468.00			\$920.89	\$49,389
Henline, Jamie L.	KSMU	\$38,422.00			\$730.02	\$39,152
Henne, Cassandra A.	AHEC	\$35,445.00			\$673.46	\$36,118
Henry, Brian L.	Facilities Management-Maintenance	\$47,061.00			\$894.16	\$47,955
Henry, Leslie R.	Facilities Management-Grounds	\$34,944.00			\$663.94	\$35,608
Hensley, Kathryn M.	Financial Services	\$36,960.00			\$702.24	\$37,662
Hensley, Ronald E.	West Plains Physical Plant	\$59,201.00			\$1,124.82	\$60,326
Hensley, Tara J.	West Plains Registration & Records	\$32,826.00			\$623.69	\$33,450

Henson, Ginger M.	Financial Aid	\$28,740.00		\$546.06	\$29,286
Henson, Jeremy M.	McQueary College of Health & Human Services	\$47,069.00		\$894.31	\$47,963
Herl, Jase L.	Athletics-Basketball-Men	\$91,500.00		\$1,738.50	\$93,239
Hernandez, Tamara L.	Disability Resource Center	\$27,455.47		\$521.65	\$27,977
Herring, Ann J.	Outreach Registration	\$48,551.00		\$922.47	\$49,473
Heslip, Chris F.	Facilities Management	\$39,519.24		\$750.87	\$40,270
Hesse, Holly R.	Athletics-Softball-Women	\$84,339.00		\$1,602.44	\$85,941
Hicks, Lindsey K.	West Plains Admissions	\$28,824.00	\$378.23	\$554.84	\$29,757
High, Carrie A.	Facilities Management-Custodial	\$25,046.00		\$475.87	\$25,522
Hill, Patrick R.	Art & Design	\$34,076.00		\$647.44	\$34,723
Hill, Sheryl K.	Residence Life Housing & Dining Services	\$23,772.00		\$451.67	\$24,224
Hill, Susanna J.	Agency For Teaching, Leading & Learning	\$54,635.00		\$1,038.07	\$55,673
Hoener, Jeff D.	Computer Services	\$48,551.00	\$120.47	\$924.76	\$49,596
Hoff, Nathan E.	Registrar	\$59,322.00		\$1,127.12	\$60,449
Hoffmeyer, Joseph B.	Facilities Management-Maintenance	\$47,779.00		\$907.80	\$48,687
Hoggarth, Joshua	Residence Life Housing & Dining Services	\$22,252.00		\$422.79	\$22,675
Holdt, Betty S.	Facilities Management-Custodial	\$28,375.00		\$539.13	\$28,914
Holland, Sharon L.	West Plains Bookstore	\$44,928.00		\$853.63	\$45,782
Holmes, Julia M.	Legal Affairs And Compliance	\$62,500.00		\$1,187.50	\$63,688
Holt, Shannon B.	Registrar	\$48,551.00		\$922.47	\$49,473
Honeycutt, Pamela J.	Office of University Safety	\$28,848.00		\$548.11	\$29,396
Hook, Joi A.	Agency For Teaching, Leading & Learning	\$29,332.00		\$557.31	\$29,889
Hope, Marsha A.	Admissions	\$35,651.00		\$677.37	\$36,328
Hoppe, Devery D.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$446.35	\$23,938
Hopper, Donald R.	Bookstore	\$44,535.00		\$846.17	\$45,381
Hornberger, Robert S.	Registrar	\$88,590.00		\$1,683.21	\$90,273
Horst, Kevin	Facilities Management-Maintenance	\$31,187.00	\$460.15	\$601.30	\$32,248
Horton, Tara L.	SBTDC	\$49,591.00		\$942.23	\$50,533
Howard, Susanne F.	Env Plant Science & Natural Resources	\$40,487.00		\$769.25	\$41,256
Howell, Cynthia L.	Development Office	\$61,200.00		\$1,162.80	\$62,363
Hubbard, Austin	Printing Services	\$33,078.00		\$628.48	\$33,706
Huelskamp, James G.	Facilities Management-Maintenance	\$35,567.00		\$675.77	\$36,243
Huey, Paula J.	Office of Human Resources	\$41,182.00		\$782.46	\$41,964
Huff, Kristina N.	West Plains Advisement & Acad Support Ctr	\$25,401.00		\$482.62	\$25,884
Humiston, John L.	Facilities Management-Maintenance	\$37,439.28		\$711.35	\$38,151
Hunt, Anna B.	Theatre & Dance	\$37,357.00		\$709.78	\$38,067
Hunt, Benjamin	Health & Wellness Center	\$56,150.00		\$1,066.85	\$57,217
Hunt, Chastity A.	Intercollegiate Athletics	\$98,314.00		\$1,867.97	\$100,182
Hunter, Kirstie S.	Admissions	\$30,825.01		\$585.68	\$31,411
Hurt, Timothy W.	Computer Services	\$44,053.00		\$837.01	\$44,890
Hyde, William R.	Facilities Management-Grounds	\$38,832.00		\$737.81	\$39,570
Ingle, Patricia G.	Development Office	\$68,768.00		\$1,306.59	\$70,075
Irons, Chrystal D.	SBTDC	\$66,250.00		\$1,258.75	\$67,509
Isackson, Abby S.	Editorial and Design Services	\$37,271.00		\$708.15	\$37,979
Jackson, Jessica D.	Athletics-Basketball-Women	\$87,287.00		\$1,658.45	\$88,945
Jackson, Kenji L.	Athletics-Football-Men	\$57,110.00		\$1,085.09	\$58,195
Jacobsen, Jeffrey E.	Athletics-Swimming-Men	\$26,355.00		\$500.75	\$26,856
Jacobson, Victoria L.	Financial Aid	\$39,485.00		\$750.22	\$40,235

Jaeger, Randall W.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Jay, Jon R.	Residence Life Housing & Dining Services	\$37,768.00			\$717.59	\$38,486
Jenkins, Jay R.	College of Humanities & Public Affairs	\$56,657.00			\$1,076.48	\$57,733
Jennings, Shannon M.	Computer Services	\$55,461.00	\$521.34		\$1,063.66	\$57,046
Jensen, Jennifer K.	COE-Education Advisement	\$35,171.00			\$668.25	\$35,839
Jessee, Katy J.	College of Business	\$35,657.00			\$677.48	\$36,334
Jeter, Carmelita	Athletics-Track-Women	\$44,535.00			\$846.17	\$45,381
Jett, Melissa J.	West Plains Admissions	\$48,551.00			\$922.47	\$49,473
Jochims, Lynda A.	Financial Services	\$43,000.00			\$817.00	\$43,817
Johns, Justin L.	Counseling Center	\$46,298.00			\$879.66	\$47,178
Johnson, Alex B.	Citizenship & Service Learning	\$43,020.00			\$817.38	\$43,837
Johnson, David R.	McQueary College of Health & Human Services	\$38,717.00			\$735.62	\$39,453
Johnson, Glen E.	Facilities Management	\$48,992.00			\$930.85	\$49,923
Johnson, Janelle A.	Library	\$44,234.00			\$840.45	\$45,074
Johnson, Laurie J.	Hammons Student Center	\$33,526.00			\$636.99	\$34,163
Johnson, Mark A.	Residence Life Housing & Dining Services	\$33,012.00			\$627.23	\$33,639
Johnson, Sandra L.	Faculty Senate	\$31,228.00			\$593.33	\$31,821
Johnston, Jennifer A.	English Language Institute	\$49,891.00			\$947.93	\$50,839
Jones, Adja D.	Dr Mary Jo Wynn Academic Achievement Ctr	\$41,000.00			\$779.00	\$41,779
Jones, Barbara J.	College of Arts & Letters	\$50,717.00			\$963.62	\$51,681
Jones, Brian K.	Facilities Management-Custodial	\$33,321.00			\$633.10	\$33,954
Jones, Grant P.	Bookstore	\$49,496.00			\$940.42	\$50,436
Jones, Jacqueline M.	Financial Services	\$34,714.00			\$659.57	\$35,374
Jones, Lois M.	Agency For Teaching, Leading & Learning	\$51,100.00			\$970.90	\$52,071
Jones, Matthew C.	Hammons Student Center	\$37,358.00			\$709.80	\$38,068
Jones, Nadine J.	Technology & Construction Management	\$32,077.00			\$609.46	\$32,686
Jones, Peggy S.	VP Student Affairs	\$49,236.00			\$935.48	\$50,171
Jones, Rachel D.	Child Development Center	\$21,237.00	\$955.46		\$421.66	\$22,614
Jones, Sandra L.	Office of University Safety	\$31,263.00			\$594.00	\$31,857
Jones, Scott A.	Dual Credit	\$42,010.00			\$798.19	\$42,808
Jones, Shellie L.	Alumni Relations	\$48,551.00			\$922.47	\$49,473
Jones, Sherry J.	Mathematics	\$31,010.00			\$589.19	\$31,599
Joyce, Delores J.	Office of Human Resources	\$39,990.00			\$759.81	\$40,750
Kahre, Peggy	Management Development Institute	\$30,746.00			\$584.17	\$31,330
Kamerer, Gwendolyn A.	Health & Wellness Center	\$27,215.00			\$517.09	\$27,732
Kamps, Heather E.	West Plains Director of Development	\$62,000.00			\$1,178.00	\$63,178
Kane, Kevin C.	Athletics-Golf-Women	\$41,149.00			\$781.83	\$41,931
Kayser, Kimberly A.	Planning, Design & Construction	\$38,960.00			\$740.24	\$39,700
Keele, Campbell M.	College of Business	\$33,500.00	\$569.27		\$647.32	\$34,717
Keene, Amy M.	Admissions	\$33,701.00			\$640.32	\$34,341
Keeth, Jonathan G.	Jordan Valley Innovation Center	\$58,825.00			\$1,117.68	\$59,943
Keller, Forrest C.	Facilities Management-Maintenance	\$43,004.00			\$817.08	\$43,821
Kellum, Mary E.	West Plains Dean of Academic Affairs Office	\$44,842.00			\$852.00	\$45,694
Kemp, Michael A.	Facilities Management-Maintenance	\$32,615.00			\$619.69	\$33,235
Kennedy, Robin D.	McQueary College of Health & Human Services	\$53,824.00			\$1,022.66	\$54,847
Kerley, Christina J.	West Plains Business Office	\$52,121.00			\$990.30	\$53,111
Kerns, Ronald E.	West Plains University Communications	\$37,637.00			\$715.10	\$38,352
Ketchum-Brewer, Karmen L.	College of Business	\$36,298.00			\$689.66	\$36,988

Kettering, Denise T.	Advancement Services	\$80,228.00		\$1,524.33	\$81,752
Keuneke, Mark A.	Hammons Student Center	\$32,427.00		\$616.11	\$33,043
Kidula, Iris K.	English Language Institute	\$28,542.00		\$542.30	\$29,084
Kielhofner, Robert B.	Facilities Management	\$100,070.00		\$1,901.33	\$101,971
Kindhart, Richard S.	Athletics Communications	\$73,894.00		\$1,403.99	\$75,298
King, Heather C.	Enrollment Management & Services	\$57,965.00		\$1,101.34	\$59,066
King, Sandra L.	College of Arts & Letters	\$38,419.00		\$729.96	\$39,149
Kingham, Susan D.	PSU-Student Engagement	\$30,536.00		\$580.18	\$31,116
Kintner, Ellen G.	Financial Aid	\$30,235.00		\$574.47	\$30,809
Kleinsmith, Stephen	College of Education	\$55,746.00		\$1,059.17	\$56,805
Klem, Michael E.	College of Agriculture	\$53,935.00	\$814.56	\$1,040.24	\$55,790
Kliethermes, Sean W.	Admissions	\$51,036.00		\$969.68	\$52,006
Knackstedt, Konya L.	Campus Recreation	\$40,797.00		\$775.14	\$41,572
Knepper, Charna M.	Health & Wellness Center	\$48,856.00		\$928.26	\$49,784
Knight, Choompoonoot	Registrar	\$38,981.00		\$740.64	\$39,722
Knight, Rachel A.	OPT	\$87,337.00		\$1,659.40	\$88,996
Kramer, Justin	Athletics-Football-Men	\$85,000.00		\$1,615.00	\$86,615
Kramer, Vicki	EPP	\$30,638.00		\$582.12	\$31,220
Krisch, Julie M.	Campus Recreation	\$37,090.00		\$704.71	\$37,795
Kuhlmeier, Sylvia D.	West Plains Library	\$55,401.00		\$1,052.62	\$56,454
Kunkel, Allen D.	Associate VP for Economic Development	\$129,862.00		\$2,467.38	\$132,329
Ladd, Ronda R.	VP Administrative Services	\$37,974.00		\$721.51	\$38,696
Lafarlette, Melissa D.	Communication Sciences & Disorders	\$27,805.00		\$528.30	\$28,333
Lair, Heath F.	West Plains Information Technology Services	\$47,530.00		\$903.07	\$48,433
Lair, Krista J.	West Plains Student Services	\$47,900.00		\$910.10	\$48,810
Lama, Kasey R.	Financial Services	\$36,960.00		\$702.24	\$37,662
Lancaster, Dennis L.	West Plains Instruction	\$86,792.00		\$1,649.05	\$88,441
Landgraf, Tyler W.	Athletic Medical & Rehab Services	\$42,202.00		\$801.84	\$43,004
Lang, Adam N.	Athletics Strength & Conditioning	\$41,808.00		\$794.35	\$42,602
Lange, Evelyn R.	Child Development Center	\$28,824.00	\$378.23	\$554.84	\$29,757
Lanpher, Larry A.	Facilities Management-Grounds	\$36,472.00		\$692.97	\$37,165
Larimore Vargas, Aubrey E.	Computer Services	\$47,642.00	\$1,029.47	\$924.76	\$49,596
Laroue, Kristeena R.	Disability Resource Center	\$41,000.00		\$779.00	\$41,779
Lassiter, Edna K.	Residence Life Housing & Dining Services	\$18,999.00		\$360.98	\$19,360
Laswell, Kevin M.	Residence Life Housing & Dining Services	\$26,006.00		\$494.11	\$26,500
Lavish, LaTrisha D.	AHEC	\$35,950.00	\$542.47	\$693.36	\$37,186
Lawler, Shirley A.	West Plains Chancellor's Office	\$164,220.00		\$3,120.18	\$167,340
Lawson, Jeffrey L.	Library	\$32,222.00		\$612.22	\$32,834
Lawson, Matt R.	Athletics-Baseball-Men	\$51,100.00		\$970.90	\$52,071
Leamy, Jonathan H.	Athletics-Soccer-Men	\$62,465.00		\$1,186.84	\$63,652
Leas, Brian P.	Faculty Center for Teaching & Learning	\$48,957.00		\$930.18	\$49,887
Lee, Amanda C.	Child Development Center	\$36,849.00		\$700.13	\$37,549
Lee, Jason A.	Networking & Telecommunications	\$56,014.00		\$1,064.27	\$57,078
Lee, Jonathan E.	Computer Services	\$64,096.00	\$1,599.78	\$1,248.22	\$66,944
Lee, Rose M.	College of Education	\$32,967.00		\$626.37	\$33,593
Lehmann, Timothy A.	Disability Resource Center	\$36,534.00		\$694.15	\$37,228
Lesley, Rhonda	Counseling Center	\$80,956.00		\$1,538.16	\$82,494
Lester, Sharon D.	Procurement Services	\$34,132.00		\$648.51	\$34,781

Letterman, Debbie S.	PSU-Event and Meeting Services	\$39,591.00		\$752.23	\$40,343
Letterman, Stacey M.	Missouri State Outreach	\$31,586.00		\$600.13	\$32,186
Lewellen, Ashleigh M.	Campus Recreation	\$64,230.00		\$1,220.37	\$65,450
Lewis, Betty L.	International Programs	\$58,654.00		\$1,114.43	\$59,768
Lewis, Christopher J.	Office of University Safety	\$27,871.46		\$529.56	\$28,401
Lin, Shawn R.	Computer Services	\$54,188.00		\$1,029.57	\$55,218
Lincks, Brittany N.	Student Employment Service	\$30,872.00		\$586.57	\$31,459
Linder, Robert D.	Office of Visual Media	\$61,349.00		\$1,165.63	\$62,515
Lindsay, George L.	Facilities Management-Maintenance	\$42,683.00		\$810.98	\$43,494
Lindsay, Teresa A.	Financial Services	\$76,629.00		\$1,455.95	\$78,085
Lininger, M G.	College of Natural and Applied Science	\$36,511.00		\$693.71	\$37,205
Liu, Dandan	Vp Research & Economic Development	\$52,856.00		\$1,004.26	\$53,860
Livingston, Corbin R.	OPT	\$27,497.07		\$522.44	\$28,020
Lo, Tsee	Facilities Management-Grounds	\$24,270.00	\$3,698.92	\$531.41	\$28,500
Loera, Joel J.	Residence Life Housing & Dining Services	\$45,289.00		\$860.49	\$46,149
Lofton, Denise	Office of Human Resources	\$41,678.00		\$791.88	\$42,470
Loge, Jana L.	Agency For Teaching, Leading & Learning	\$71,402.00		\$1,356.64	\$72,759
Lokie, Andrew P.	Student Development & Public Affairs	\$89,240.00		\$1,695.56	\$90,936
Long, Lee K.	Facilities Management-Custodial	\$58,675.00		\$1,114.83	\$59,790
Long, Philip C.	Facilities Management-Maintenance	\$35,298.00	\$601.43	\$682.09	\$36,582
Long, Sharon L.	Bursars Office	\$52,671.00		\$1,000.75	\$53,672
Long, Shelia J.	Agriculture-Mtn Grv Campus	\$25,314.00	\$256.14	\$485.83	\$26,056
Lopez, Maria L.	Residence Life Housing & Dining Services	\$27,910.00		\$530.29	\$28,440
Lopinot, Sharon A.	College of Education	\$38,974.00		\$740.51	\$39,715
Love, Rachel E.	English Language Institute	\$38,000.00		\$722.00	\$38,722
Loveday, Tyler D.	Residence Life Housing & Dining Services	\$33,930.00	\$139.27	\$647.32	\$34,717
Lovekamp, Lindsey R.	Provost Office	\$49,080.00		\$932.52	\$50,013
Loveland, Marina C.	Research Administration	\$59,876.00		\$1,137.64	\$61,014
Lozano, Justin D.	Disability Resource Center	\$51,605.00		\$980.50	\$52,585
Lueck, Eric B.	Agriculture-Mtn Grv Campus	\$30,178.00		\$573.38	\$30,751
Lueck, Marty	Agriculture-Mtn Grv Campus	\$72,743.00		\$1,382.12	\$74,125
Luellen, Heather M.	Theatre & Dance	\$50,525.00		\$959.98	\$51,485
Lumley, Jennifer M.	McQueary College of Health & Human Services	\$33,799.35		\$642.19	\$34,442
Lyon, Eric W.	Facilities Management-Custodial	\$37,768.00		\$717.59	\$38,486
Mack-Hansen, Kiriana	KSMU	\$29,849.00		\$567.13	\$30,416
Madsen, Michelle M.	Residence Life Housing & Dining Services	\$33,930.00	\$139.27	\$647.32	\$34,717
Magruder, Matthew A.	Admissions	\$55,140.00		\$1,047.66	\$56,188
Maher-Felton, Lyssa E.	Communication Sciences & Disorders	\$28,456.00		\$540.66	\$28,997
Malarkey, Elizabeth A.	KSMU	\$37,746.00		\$717.17	\$38,463
Mallonee, Blanca V.	Advisement Center	\$29,535.43		\$561.17	\$30,097
Mann, Kathy J.	West Plains Dean of Academic Affairs Office	\$32,928.00		\$625.63	\$33,554
Marcak, Angela J.	West Plains Registration & Records	\$30,011.00		\$570.21	\$30,581
Marcum, Andrew C.	College of Business	\$45,600.00		\$866.40	\$46,466
Mardis, Michael	Planning, Design & Construction	\$74,330.00		\$1,412.27	\$75,742
Marler, Travis L.	College of Education	\$43,525.00		\$826.98	\$44,352
Marre Jr, Ted	Residence Life Housing & Dining Services	\$22,554.00		\$428.53	\$22,983
Martin, Deborah E.	West Plains Director of Development	\$31,231.00		\$593.39	\$31,824
Martin, Galen L.	Campus Recreation	\$50,436.00		\$958.28	\$51,394

Martin, Robert J.	Information Security	\$89,500.00		\$1,700.50	\$91,201
Martinez, Stephen A.	Facilities Management-Grounds	\$23,523.00		\$531.41	\$28,500
Massey, Eddie	Agriculture-Mtn Grv Campus	\$27,867.00		\$529.47	\$28,396
Matteson, Angela R.	West Plains Chancellor's Office	\$39,956.03	\$1,427.37	\$786.28	\$42,170
Mattheis, Jon M.	Facilities Management	\$32,032.00		\$608.61	\$32,641
Matthews, John W.	Office of University Safety	\$35,880.00	\$19.43	\$682.09	\$36,582
Matthews, Michael D.	Facilities Management-Mtn Grove	\$53,090.00		\$1,008.71	\$54,099
Matthews, Stephanie	Development Office	\$61,301.00		\$1,164.72	\$62,466
Mawhiney, Shannon N.	Library	\$44,794.00		\$851.09	\$45,645
McBride, Amber M.	Registrar	\$28,824.00	\$378.23	\$554.84	\$29,757
McCart, Phillip A.	Computer Services	\$60,544.00		\$1,150.34	\$61,694
McCart, Rachelle I.	Facilities Management-Custodial	\$27,384.00		\$520.30	\$27,904
McCartney, Christine L.	Dr Mary Jo Wynn Academic Achievement Ctr	\$32,920.00		\$625.48	\$33,545
McCarty, Mark A.	Printing Services	\$64,988.00		\$1,234.77	\$66,223
McComb, Shawn W.	Computer Services	\$42,938.00	\$867.52	\$832.30	\$44,638
McCoy, Mindi	Childhood Education & Family Studies	\$27,676.00		\$525.84	\$28,202
McCoy, Theresa A.	Computer Services	\$96,502.00		\$1,833.54	\$98,336
McCrary, Kenneth L.	College of Natural and Applied Science	\$64,201.00		\$1,219.82	\$65,421
McCrary, Sue A.	Library	\$48,957.00		\$930.18	\$49,887
McDonald, Michelle D.	Admissions	\$30,213.00		\$574.05	\$30,787
McDonough, Matthew B.	Development Office	\$61,200.00		\$1,162.80	\$62,363
McElwain, Amanda J.	Facilities Management	\$27,364.00		\$519.92	\$27,884
McElwain, Jason T.	Facilities Management-Maintenance	\$44,302.00	\$713.49	\$855.29	\$45,871
McEowen, Lisa L.	Library	\$39,947.00		\$758.99	\$40,706
McFadden, Robert C.	Campus Recreation	\$27,910.00		\$530.29	\$28,440
McFall, Catherine A.	Theatre & Dance	\$37,690.00		\$716.11	\$38,406
McGauley, Larry J.	Facilities Management-Maintenance	\$45,496.00		\$864.42	\$46,360
McGee, Emily A.	Facilities Management	\$70,795.00		\$1,345.11	\$72,140
McGhee, Matthew	Residence Life Housing & Dining Services	\$42,818.00		\$813.54	\$43,632
McGinnis, Rachel L.	Research Administration	\$82,733.00		\$1,571.93	\$84,305
McGowne, Sheila D.	Advancement Services	\$30,536.00		\$580.18	\$31,116
McIntyre, Dawn M.	Financial Services	\$49,080.00		\$932.52	\$50,013
McKee, Keri	Development Office	\$62,337.00		\$1,184.40	\$63,521
McKenzie, GERALYN M.	Office of Human Resources	\$67,058.00		\$1,274.10	\$68,332
McKinnis, Karen R.	Office of University Safety	\$58,929.00		\$1,119.65	\$60,049
McLaughlin, John E.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
McManus, Loren M.	Computer Services	\$59,564.00		\$1,131.72	\$60,696
McNish, Natalie B.	Internal Audit And Compliance	\$67,664.00		\$1,285.62	\$68,950
Meadows, Brenda K.	Plaster Student Union Physical Plant	\$24,079.00		\$457.50	\$24,537
Melton, Micki J.	Procurement Services	\$41,808.00		\$794.35	\$42,602
Mendenhall, Kathy G.	Financial Services	\$51,695.00		\$982.21	\$52,677
Mendez, Joanna C.	Study Away	\$38,980.00		\$740.62	\$39,721
Mendez, Samuel D.	Plaster Student Union Physical Plant	\$25,991.00		\$493.83	\$26,485
Menefee, Kelsey M.	Advancement Services	\$36,343.00		\$690.52	\$37,034
Mentzer, Lynn A.	Athletics-Football-Men	\$28,824.00	\$378.23	\$554.84	\$29,757
Meraz, Juan	VP Diversity & Inclusion	\$79,297.00		\$1,506.64	\$80,804
Messenger, Rodney G.	Facilities Management-Maintenance	\$32,509.77		\$617.69	\$33,127
Metzger, Benjamin P.	Admissions	\$55,140.00		\$1,047.66	\$56,188

Meyer, Bradley S.	OPT	\$38,392.00			\$729.45	\$39,121
Meyer, Jennifer R.	Residence Life Housing & Dining Services	\$18,807.00			\$357.33	\$19,164
Mickey, Sharon D.	Financial Services	\$28,599.45	\$602.78		\$554.84	\$29,757
Miles, Kyla A.	Health & Wellness Center	\$38,109.00			\$724.07	\$38,833
Miller, Charles K.	English Language Institute	\$25,659.00			\$487.52	\$26,147
Miller, Dian T.	Juanita K Hammons Hall	\$39,126.00			\$743.39	\$39,869
Miller, Harriet J.	Financial Aid	\$35,857.00			\$681.28	\$36,538
Miller, Kathy L.	Advancement Services	\$41,094.00			\$780.79	\$41,875
Miller, Sandra M.	Advancement Services	\$39,274.00			\$746.21	\$40,020
Miller, Shirley	Bursars Office	\$33,168.00			\$630.19	\$33,798
Mills, Brandon A.	Computer Services	\$42,938.00	\$867.52		\$832.30	\$44,638
Mills, Nancy A.	Juanita K Hammons Hall	\$36,585.00			\$695.12	\$37,280
Mincey, Martha E.	Art & Design	\$49,536.00			\$941.18	\$50,477
Minor, Andrew R.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$446.35	\$23,938
Minor, Beth H.	Financial Services	\$50,282.00			\$955.36	\$51,237
Mitchell, Donald A.	Facilities Management-Custodial	\$23,040.20		\$451.68	\$446.35	\$23,938
Mitchell, Jeffrey D.	Legal Affairs And Compliance	\$98,065.00			\$1,863.24	\$99,928
Mitchell, Miroslaba L.	Office of University Safety	\$28,949.00			\$550.03	\$29,499
Mitchell, Shanon N.	Planning, Design & Construction	\$70,000.00			\$1,330.00	\$71,330
Mitchell, Shirley A.	Provost Office	\$54,616.00			\$1,037.70	\$55,654
Moats, Kyle L.	Intercollegiate Athletics	\$168,716.00			\$3,205.60	\$171,922
Moentnish, Shirley J.	Library	\$43,296.00			\$822.62	\$44,119
Moncrief, Keith A.	Facilities Management-Custodial	\$31,376.00			\$596.14	\$31,972
Money, Austin C.	Campus Recreation	\$37,090.00			\$704.71	\$37,795
Monkres, Lisa J.	Counseling Leadership & Special Education	\$29,008.00			\$551.15	\$29,559
Monticelli, Donna M.	West Plains Dir of University-Comm Programs	\$26,196.00	\$1,179.32		\$520.13	\$27,895
Moore, Ashley N.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$446.35	\$23,938
Moore, Bryan	West Plains Information Technology Services	\$44,719.14			\$849.66	\$45,569
Moore, David B.	OPT	\$78,666.00			\$1,494.65	\$80,161
Moore, Heather N.	College of Business	\$33,435.00			\$635.27	\$34,070
Moore, Jennifer L.	KSMU	\$58,170.00			\$1,105.23	\$59,275
Moore, Julie A.	Plaster Student Union Administration	\$42,201.00			\$801.82	\$43,003
Moore, Paula M.	English Language Institute	\$50,630.00			\$961.97	\$51,592
Moore, Robert C.	Financial Aid	\$78,000.00			\$1,482.00	\$79,482
Moore, Teresa L.	Hammons Student Center	\$51,100.00			\$970.90	\$52,071
Moore, Virginia K.	Financial Services	\$29,313.00			\$556.95	\$29,870
Moreno, Ronald D.	Facilities Management-Custodial	\$33,479.00			\$636.10	\$34,115
Moreno, Sherry L.	Facilities Management-Custodial	\$28,772.00			\$546.67	\$29,319
Morris, Benjamin M.	Facilities Management-Maintenance	\$38,308.00			\$727.85	\$39,036
Morris, Joseph S.	New Student and Family Programs	\$52,268.00			\$993.09	\$53,261
Morris, Matthew D.	VP Administrative Services	\$146,848.00			\$2,790.11	\$149,638
Morris, Virginia K.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$446.35	\$23,938
Morrison, James R.	Facilities Management-Maintenance	\$35,359.32	\$540.11		\$682.09	\$36,582
Morrison, Jeffery K.	Plaster Student Union Physical Plant	\$33,102.00			\$628.94	\$33,731
Morrissey, Dennis R.	Facilities Management-Maintenance	\$43,498.00			\$826.46	\$44,324
Morrissey, Sarah I.	Cooperative Engineering Program	\$36,694.00			\$697.19	\$37,391
Morrow, Chelsea M.	Planning, Design & Construction	\$43,180.00			\$820.42	\$44,000
Morrow, Samantha L.	Theatre & Dance	\$34,884.00			\$662.80	\$35,547

Morse, Jacob S.	Athletics-Football-Men	\$52,500.00			\$997.50	\$53,498
Morton, Carla J.	Dr Mary Jo Wynn Academic Achievement Ctr	\$41,000.00			\$779.00	\$41,779
Morton, Christian M.	Athletics-Football-Men	\$65,323.00			\$1,241.14	\$66,564
Mosier, Robert J.	Facilities Management-Mtn Grove	\$26,051.00			\$494.97	\$26,546
Moskalski, Suzanne R.	Communication	\$32,634.00			\$620.05	\$33,254
Mostyn, Andrea L.	University Communications	\$63,369.00			\$1,204.01	\$64,573
Muegge, Frederick D.	Health & Wellness Center	\$164,503.00			\$3,125.56	\$167,629
Mullins, Marchalain	Computer Services	\$56,083.00			\$1,065.58	\$57,149
Mulvey, Adam J.	Hammons Student Center	\$28,372.00			\$539.07	\$28,911
Munoz Aliaga, Rut E.	Networking & Telecommunications	\$54,922.00	\$1,060.34		\$1,063.66	\$57,046
Murphy, Donna E.	School of Nursing	\$28,079.46			\$533.51	\$28,613
Murphy, Jill C.	Office of Human Resources	\$46,679.00			\$886.90	\$47,566
Murphy, Michael J.	College of Natural and Applied Science	\$67,950.00			\$1,291.05	\$69,241
Murphy, Robert G.	Networking & Telecommunications	\$36,711.29			\$697.51	\$37,409
Murrell, Frankie C.	West Plains Financial Aid	\$28,424.00			\$540.06	\$28,964
Muse, Amanda R.	Criminology	\$41,000.00			\$779.00	\$41,779
Muse, Nicole E.	CIO Information Services	\$40,996.01	\$387.39		\$786.28	\$42,170
Mustion, Barbara M.	West Plains Business Office	\$36,827.00			\$699.71	\$37,527
Myers, Carrie A.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Nag, Nandita	Physics Astronomy & Materials Science	\$34,261.00			\$650.96	\$34,912
Nagle, John C.	Office of Visual Media	\$48,575.00			\$922.93	\$49,498
Nalley, Tammy J.	Procurement Services	\$29,789.00			\$565.99	\$30,355
Nance, Frianca G.	College of Agriculture	\$33,280.00			\$632.32	\$33,912
Napier, Amanda L.	Health & Wellness Center	\$27,518.00			\$522.84	\$28,041
Neidigh, Douglas W.	Environmental Health & Safety	\$36,675.00			\$696.83	\$37,372
Nelson, Diane K.	Health & Wellness Center	\$32,797.00			\$623.14	\$33,420
Nelson, Kirk C.	Athletics-Soccer-Women	\$31,392.00			\$596.45	\$31,988
Netzer, Frederick	Facilities Management-Grounds	\$22,926.00	\$174.24	\$4,868.92	\$531.41	\$28,501
Netzer, Kelly G.	Facilities Management-Grounds	\$24,745.00		\$3,223.92	\$531.41	\$28,500
Neuschwander, Nathan M.	Library	\$44,400.00			\$843.60	\$45,244
Nichols, Elvin J.	Hammons Student Center	\$39,102.00			\$742.94	\$39,845
Nichols, Larry W.	Joplin Center	\$41,000.00			\$779.00	\$41,779
Nichols, Linda A.	Financial Aid	\$39,398.00			\$748.56	\$40,147
Niepert, Danielle N.	Intercollegiate Athletics	\$33,528.00	\$541.27		\$647.32	\$34,717
Norat, Timothy	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Norcross, Tyler	Facilities Management-Maintenance	\$36,877.00			\$700.66	\$37,578
Nordyke, Kathy J.	Citizenship & Service Learning	\$48,959.00			\$930.22	\$49,889
Norgren, Michelle L.	College of Agriculture	\$79,497.00			\$1,510.44	\$81,007
Nowell, Y. Anjanette	Juanita K Hammons Hall	\$34,663.00			\$658.60	\$35,322
O'Connell, Brenda C.	Hammons Student Center	\$34,545.00			\$656.36	\$35,201
Oconnor, Rhonda R.	Library	\$35,100.00			\$666.90	\$35,767
Odneal, Clayton J.	Agriculture-Mtn Grv Campus	\$35,366.00			\$671.95	\$36,038
Oetting, Kristi A.	Registrar	\$54,130.00			\$1,028.47	\$55,158
Oliver, Michelle J.	Residence Life Housing & Dining Services	\$22,679.00			\$430.90	\$23,110
Olsen, Michelle D.	Institutional Research	\$95,227.00			\$1,809.31	\$97,036
Olson, Debra J.	Health & Wellness Center	\$48,856.00			\$928.26	\$49,784
Orf, Michael	West Plains Dean of Academic Affairs Office	\$61,132.00			\$1,161.51	\$62,294
Ortiz, Frank	Facilities Management-Custodial	\$40,929.00			\$777.65	\$41,707

Orzek, Ann M.	Counseling Center	\$64,464.00			\$1,224.82	\$65,689
Osler, Margaret E.	Residence Life Housing & Dining Services	\$22,679.00			\$430.90	\$23,110
Otte, Melissa D.	Child Development Center	\$22,554.00			\$428.53	\$22,983
Owen, Joshua	Office of University Safety	\$27,871.46			\$529.56	\$28,401
Owen, Marc R.	Water Institute	\$57,930.00			\$1,100.67	\$59,031
Owrey, Ryan W.	TRIO	\$35,000.00			\$665.00	\$35,665
Owrey, Savonna J.	Bookstore	\$34,275.00			\$651.23	\$34,926
Oxendine, Paige D.	Associate VP for Economic Development	\$51,504.00			\$978.58	\$52,483
Page, Autumn R.	Facilities Management-Custodial	\$21,237.00	\$955.46		\$446.35	\$23,938
Palmer, Christopher R.	Facilities Management-Maintenance	\$31,813.00		\$1,299.68	\$604.45	\$32,417
Panza, Juli A.	COE-Education Advisement	\$54,130.00	\$619.56		\$1,040.24	\$55,790
Parker, Samuel H.	Facilities Management-Maintenance	\$47,822.00			\$908.62	\$48,731
Parnell, Patrick M.	International Services	\$58,340.00			\$1,108.46	\$59,448
Parrott, Neva J.	West Plains Library	\$49,874.00			\$947.61	\$50,822
Patel, Rishi J.	Jordan Valley Innovation Center	\$73,922.00			\$1,404.52	\$75,327
Patterson, Jacqueline	McQueary College of Health & Human Services	\$33,939.00			\$644.84	\$34,584
Patterson, Jill L.	Title IX Office	\$86,591.00			\$1,645.23	\$88,236
Patterson, Kim M.	Residence Life Housing & Dining Services	\$28,239.00			\$536.54	\$28,776
Pattison, Matthew W.	Residence Life Housing & Dining Services	\$29,184.00			\$554.50	\$29,738
Patton, Megan K.	Child Development Center	\$36,849.00			\$700.13	\$37,549
Patton, Tracy L.	Library	\$40,584.00			\$771.10	\$41,355
Paul, Richecard J.	Office of University Safety	\$32,553.00			\$618.51	\$33,172
Pavlick, Laura L.	Facilities Management	\$58,135.00			\$1,104.57	\$59,240
Peace, Robert M.	Networking & Telecommunications	\$56,014.00			\$1,064.27	\$57,078
Pearce, Lori A.	PSU-Event and Meeting Services	\$30,432.00			\$578.21	\$31,010
Pearson, Belinda A.	Community Outreach	\$41,000.00			\$779.00	\$41,779
Pecsok, Karen L.	West Plains Admissions	\$29,720.00			\$564.68	\$30,285
Pedersen, Johnna N.	Jordan Valley Innovation Center	\$57,978.00			\$1,101.58	\$59,080
Penkalski, James T.	Athletic Medical & Rehab Services	\$71,216.00			\$1,353.10	\$72,569
Penn, Barbara J.	Advancement Services	\$32,397.00			\$615.54	\$33,013
Penner, Robert S.	Office of University Safety	\$27,871.46			\$529.56	\$28,401
Perine, Elizabeth M.	Athletics-Softball-Women	\$51,260.00			\$973.94	\$52,234
Perkins, Amy A.	Music	\$38,310.00			\$727.89	\$39,038
Perkins, Gary D.	Facilities Management-Custodial	\$23,555.00			\$447.55	\$24,003
Perry, Dennis R.	Facilities Management-Maintenance	\$38,413.00			\$729.85	\$39,143
Perryman, Michael J.	Facilities Management-Maintenance	\$51,518.00			\$978.84	\$52,497
Peters, Janet L.	Facilities Management-Maintenance	\$30,742.00			\$584.10	\$31,326
Petersen, Sylvia M.	Env Plant Science & Natural Resources	\$33,528.00	\$541.27		\$647.32	\$34,717
Peterson, Rachel A.	West Plains Admissions	\$36,503.00			\$693.56	\$37,197
Petkovic, Vickie F.	West Plains Advisement & Acad Support Ctr	\$28,824.00	\$378.23		\$554.84	\$29,757
Petr, Jeffrey B.	Computer Services	\$67,260.00			\$1,277.94	\$68,538
Pettijohn, Catherine C.	English Language Institute	\$25,659.00			\$487.52	\$26,147
Pettus, David G.	College of Arts & Letters	\$59,371.00			\$1,128.05	\$60,499
Phillips, Heather L.	AHEC	\$41,501.00			\$788.52	\$42,290
Phillips, Mary G.	College of Business	\$41,808.00			\$794.35	\$42,602
Phinney, Tennie J.	Legal Affairs And Compliance	\$42,293.00			\$803.57	\$43,097
Piercy, Kevin L.	Computer Services	\$83,624.00			\$1,588.86	\$85,213
Pierpoint, Sophie C.	Development Office	\$62,177.00			\$1,181.36	\$63,358

Pinegar, Angela R.	Advancement Services	\$45,642.00		\$867.20	\$46,509
Pitts, James B.	Facilities Management-Custodial	\$35,308.00		\$670.85	\$35,979
Plaster, Daniel J.	Office of University Safety	\$31,906.00		\$606.21	\$32,512
Poindexter, Teri L.	Editorial and Design Services	\$39,941.00		\$758.88	\$40,700
Politte, Jordan C.	Agency For Teaching, Leading & Learning	\$51,100.00		\$970.90	\$52,071
Polm, Michael A.	Facilities Management-Maintenance	\$56,655.00		\$1,076.45	\$57,731
Polyard, Brenda A.	West Plains Dir of University-Comm Programs	\$58,611.00		\$1,113.61	\$59,725
Pomrening, Holly L.	Health & Wellness Center	\$23,658.00		\$449.50	\$24,108
Popp, Christopher H.	West Plains Athletics-Men	\$55,443.00		\$1,053.42	\$56,496
Potochnik, Robert G.	Computer Services	\$50,047.00		\$950.89	\$50,998
Powell, Robin G.	Computer Science	\$37,243.00		\$707.62	\$37,951
Pratt, Harold W.	VP Diversity & Inclusion	\$126,244.00		\$2,398.64	\$128,643
Presnell, Raymond L.	Bookstore	\$77,681.00		\$1,475.94	\$79,157
Prewitt, Victor R.	Networking & Telecommunications	\$44,983.00		\$854.68	\$45,838
Price, Cheryl S.	Office of Human Resources	\$27,058.00	\$317.32	\$520.13	\$27,895
Price, Melissa E.	College of Business	\$62,800.00		\$1,193.20	\$63,993
Price, Robert L.	Plaster Student Union Physical Plant	\$21,839.58	\$352.88	\$421.66	\$22,614
Prince, Munir A.	Athletics-Football-Men	\$57,110.00		\$1,085.09	\$58,195
Proctor, Janene A.	Research Administration	\$50,148.00		\$952.81	\$51,101
Pruitt, James C.	Office of University Safety	\$56,150.00		\$1,066.85	\$57,217
Pruitt, Lindsey R.	Health & Wellness Center	\$27,518.00		\$522.84	\$28,041
Puckett, Erica N.	West Plains Admissions	\$27,929.00		\$530.65	\$28,460
Pulliam, Matthew T.	Cooperative Engineering Program	\$34,597.00		\$657.34	\$35,254
Pyle, Connie	Health & Wellness Center	\$66,328.00		\$1,260.23	\$67,588
Qiu, Zhongsong	College of Arts & Letters	\$32,759.37		\$622.43	\$33,382
Quinn, Justin A.	Facilities Management-Maintenance	\$46,663.00		\$886.60	\$47,550
Quirk, Ted	KSMU	\$39,990.00		\$759.81	\$40,750
Radier, George O.	College of Business	\$35,657.00		\$677.48	\$36,334
Ragsdale, Chansouk D.	Library	\$40,133.00		\$762.53	\$40,896
Raines, Ashley E.	VP Diversity & Inclusion	\$41,165.00	\$218.40	\$786.28	\$42,170
Raines, Daniel L.	Dr Mary Jo Wynn Academic Achievement Ctr	\$56,150.00		\$1,066.85	\$57,217
Raines, Judy A.	Health & Wellness Center	\$32,042.00		\$608.80	\$32,651
Rains, Devonna J.	Music	\$27,599.00		\$524.38	\$28,123
Rainwater, Douglas G.	Provost Office	\$71,902.00		\$1,366.14	\$73,268
Raleigh, Phillip M.	Graduate College	\$31,609.00		\$600.57	\$32,210
Randol, Kimberly A.	Communication Sciences & Disorders	\$28,200.00		\$535.80	\$28,736
Rapp, Kelly E.	Career Center	\$71,300.00		\$1,354.70	\$72,655
Rawls, Michelle R.	Athletic Medical & Rehab Services	\$29,420.00		\$558.98	\$29,979
Ray, Bryan J.	Center for Resource Planning & Management	\$49,080.00		\$932.52	\$50,013
Raymer, Kai K.	Web Strategy and Development	\$37,293.00		\$708.57	\$38,002
Raymond, Teresa	Financial Services	\$36,960.00		\$702.24	\$37,662
Reece, Ashley R.	Title IX Office	\$51,605.00		\$980.50	\$52,585
Reed, Jerilyn J.	Health & Wellness Center	\$48,551.00		\$922.47	\$49,473
Reed, Jimmie D.	West Plains Physical Plant	\$30,536.00		\$580.18	\$31,116
Reed, Patricia C.	College of Natural and Applied Science	\$35,000.00		\$665.00	\$35,665
Reed, Ryan R.	Multicultural Services	\$42,549.00		\$808.43	\$43,357
Reed, Tamara L.	Internal Audit And Compliance	\$72,817.00		\$1,383.52	\$74,201
Rees, Christopher E.	Computer Services	\$66,550.00		\$1,264.45	\$67,814

Reese, Chantz J.	Agriculture-Mtn Grv Campus	\$26,860.00			\$510.34	\$27,370
Reeves, Stacie L.	Residence Life Housing & Dining Services	\$20,392.00			\$387.45	\$20,779
Reger, Elizabeth A.	College of Business	\$62,715.00			\$1,191.59	\$63,907
Reichling, Susanna B.	Library	\$36,752.00			\$698.29	\$37,450
Reimer, Anthony R.	JQH Arena	\$36,492.00			\$693.35	\$37,185
Reinert, John D.	COE-Education Field Experiences	\$33,688.00			\$640.07	\$34,328
Reut-Robinson, Rebeca L.	Communication Sciences & Disorders	\$29,119.44			\$553.27	\$29,673
Reyes Sam, Jorge I.	International Services	\$37,238.00			\$707.52	\$37,946
Reynolds, Kristie A.	Institutional Research	\$38,187.00			\$725.55	\$38,913
Rhea, Jason M.	Facilities Management-Grounds	\$41,040.00			\$779.76	\$41,820
Rhodes, Joy L.	Office of University Safety	\$27,497.00			\$522.44	\$28,019
Rhodes, Norman J.	Plaster Student Union Physical Plant	\$27,867.00			\$529.47	\$28,396
Rice, Stacy A.	Faculty Center for Teaching & Learning	\$58,066.00			\$1,103.25	\$59,169
Rice, Victoria C.	PSU-Student Engagement	\$37,672.00			\$715.77	\$38,388
Richards, Byron G.	Facilities Management-Maintenance	\$36,466.00			\$692.85	\$37,159
Richardson, Timothy	Residence Life Housing & Dining Services	\$22,049.00	\$143.46		\$421.66	\$22,614
Rideout, Jennifer A.	Center for Archeological Research	\$33,528.00	\$541.27		\$647.32	\$34,717
Rietman, Charles C.	West Plains Physical Plant	\$22,879.56			\$434.71	\$23,314
Rigby, Rachel C.	Biology	\$30,063.00			\$571.20	\$30,634
Riggs, Trisha N.	AHEC	\$61,200.00			\$1,162.80	\$62,363
Ringer, Melissa M.	Provost Office	\$33,528.00	\$541.27		\$647.32	\$34,717
Rios, Laura E.	Physics Astronomy & Materials Science	\$31,643.00			\$601.22	\$32,244
Rivatto, Karen F.	Athletics-Volleyball-Women	\$28,824.00	\$378.23		\$554.84	\$29,757
Robertson, Erica L.	Registrar	\$28,824.00	\$378.23		\$554.84	\$29,757
Robinson, Holly M.	Child Development Center	\$28,824.00	\$378.23		\$554.84	\$29,757
Robison, Holly F.	Learning Diagnostic Clinic	\$32,634.00			\$620.05	\$33,254
Robison, Jane E.	English Language Institute	\$70,530.00			\$1,340.07	\$71,870
Robords, Susan J.	Media, Journalism & Film	\$27,921.00			\$530.50	\$28,451
Rockney, Andrea	Agency For Teaching, Leading & Learning	\$54,181.00			\$1,029.44	\$55,210
Rockwell, Rae Ann E.	Art & Design	\$32,213.00			\$612.05	\$32,825
Roessler, Kate M.	PSU-Student Engagement	\$35,627.00			\$676.91	\$36,304
Rogers, Katy J.	Facilities Management-Custodial	\$25,444.00			\$483.44	\$25,927
Rogers, Michael J.	Information Security	\$45,968.00			\$873.39	\$46,841
Rogers, Robert W.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Rogg, Laura A.	Networking & Telecommunications	\$27,952.00			\$531.09	\$28,483
Roland, Alan C.	Outreach Tech & Equipment	\$56,067.00			\$1,065.27	\$57,132
Roop, Kristin B.	Admissions	\$41,808.00			\$794.35	\$42,602
Rose, Daniel J.	Library	\$29,527.00			\$561.01	\$30,088
Rose, Michelle S.	Editorial and Design Services	\$40,091.00			\$761.73	\$40,853
Rosewell, Kristina K.	Career Center	\$28,634.00			\$544.05	\$29,178
Ross, Jaime M.	Adult Student Services	\$54,888.00			\$1,042.87	\$55,931
Rucker, Calvin A.	Office of University Safety	\$27,871.46			\$529.56	\$28,401
Rude, Brian M.	Copy This	\$26,920.00			\$511.48	\$27,431
Russell, Terry L.	Bursars Office	\$31,484.00			\$598.20	\$32,082
Russell, Vickie L.	Office of University Safety	\$27,927.00			\$530.61	\$28,458
Ruzicka, Francis X.	Facilities Management-Maintenance	\$51,365.00			\$975.94	\$52,341
Ryan, Brooklyn N.	College of Business	\$33,930.00	\$139.27		\$647.32	\$34,717
Ryan, Francis J.	Facilities Management-Maintenance	\$31,922.00			\$606.52	\$32,529

Saitta, Alicia M.	Admissions	\$38,543.00		\$732.32	\$39,275
Sandbothe, Betsy A.	Institutional Equity & Compliance	\$51,100.00		\$970.90	\$52,071
Sanders, Jason B.	Office of University Safety	\$32,553.00		\$618.51	\$33,172
Santos, Theodore J.	Facilities Management-Custodial	\$22,554.00	\$937.68	\$446.34	\$23,938
Satake, Yosuke	Planning, Design & Construction	\$42,000.00		\$798.00	\$42,798
Savage, Wesley S.	Facilities Management-Maintenance	\$35,879.31		\$681.71	\$36,561
Sawchak, Stephen P.	Athletic Medical & Rehab Services	\$48,661.00		\$924.56	\$49,586
Saylor, Kerri D.	Office of Student Conduct	\$29,041.00		\$551.78	\$29,593
Scanlon, Breanna L.	College of Business	\$33,930.00	\$139.27	\$647.32	\$34,717
Schanda, Christina M.	Agency For Teaching, Leading & Learning	\$21,477.00		\$408.06	\$21,885
Schehrer, Devin L.	Residence Life Housing & Dining Services	\$53,588.00		\$1,018.17	\$54,606
Scheidt, Michael P.	West Plains Information Technology Services	\$41,911.19	\$1,894.33	\$832.30	\$44,638
Scheve, Jesse R.	Office of Visual Media	\$36,375.00		\$691.13	\$37,066
Schilla, Travis D.	Residence Life Housing & Dining Services	\$43,180.00		\$820.42	\$44,000
Schiller, Megan L.	Institutional Research	\$41,915.00		\$796.39	\$42,711
Schimmer, Matthew	Facilities Management-Maintenance	\$33,939.00		\$644.84	\$34,584
Schlinder, Kelly A.	Foreign Language Institute	\$41,000.00		\$779.00	\$41,779
Schmidt, Karl M.	Development Office	\$61,816.00		\$1,174.50	\$62,991
Schneider, Scott M.	West Plains Business Office	\$79,943.00	\$352.81	\$1,525.62	\$81,821
Schuldt, Amy L.	Editorial and Design Services	\$48,575.00		\$922.93	\$49,498
Schuldt, Richard E.	I Courses	\$52,688.00		\$1,001.07	\$53,689
Schull, Cynthia S.	Financial Services	\$91,500.00		\$1,738.50	\$93,239
Scott, Karen C.	International Programs	\$30,746.00		\$584.17	\$31,330
Scott, Susan L.	Facilities Management	\$28,516.00		\$541.80	\$29,058
Seabolt, Charles M.	Athletics-Soccer-Men	\$30,847.00		\$586.09	\$31,433
Searcy, Amanda J.	Office of University Safety	\$27,871.46		\$529.56	\$28,401
Secca, Phillip J.	Outreach Publications & Marketing	\$38,565.00		\$732.74	\$39,298
Seery, Kaitlyn R.	College of Natural and Applied Science	\$35,950.00		\$683.05	\$36,633
Seever, Natalie M.	Advancement Services	\$58,000.00		\$1,102.00	\$59,102
Seibel, Craig E.	Residence Life Housing & Dining Services	\$28,972.00		\$550.47	\$29,522
Self, William L.	Facilities Management	\$38,214.00		\$726.07	\$38,940
Sellers, Marie S.	Physical Therapy Clinic	\$33,211.00		\$631.01	\$33,842
Severson, Jennifer R.	Financial Services	\$80,344.00		\$1,526.54	\$81,871
Sharp, Keith W.	Residence Life Housing & Dining Services	\$38,684.00		\$735.00	\$39,419
Sharum, Stephen G.	Postal Services	\$32,672.00		\$620.77	\$33,293
Shaw, Jacob	Residence Life Housing & Dining Services	\$50,090.00		\$951.71	\$51,042
Shaw, Margaret S.	VP Marketing & Communications	\$146,848.00		\$2,790.11	\$149,638
Shepherd, John M.	Bookstore	\$36,233.00		\$688.43	\$36,921
Sheppard, Tessa L.	Child Development Center	\$28,824.00	\$378.23	\$554.84	\$29,757
Shiple, Teresa F.	West Plains Dean of Academic Affairs Office	\$38,667.00		\$734.67	\$39,402
Shively, Eric P.	McQueary College of Health & Human Services	\$57,261.00		\$1,087.96	\$58,349
Short, Mary F.	Biology	\$38,414.00		\$729.87	\$39,144
Shuler, Adam	Planning, Design & Construction	\$71,300.00		\$1,354.70	\$72,655
Sikes, Scott M.	Residence Life Housing & Dining Services	\$27,226.00		\$517.29	\$27,743
Sikonski, John S.	Networking & Telecommunications	\$53,457.00		\$1,015.68	\$54,473
Silverberg, Jessica C.	Residence Life Housing & Dining Services	\$22,679.00		\$430.90	\$23,110
Silvey, Jessica L.	Student Development & Public Affairs	\$39,420.00		\$748.98	\$40,169
Simmons, Anna M.	Residence Life Housing & Dining Services	\$27,910.00		\$530.29	\$28,440

Simpson, Donald E.	Enrollment Management & Services	\$118,041.00		\$2,242.78	\$120,284
Simpson, Sonya L.	Child Development Center	\$22,879.56		\$434.71	\$23,314
Sissel, Justin W.	College of Agriculture	\$42,196.00		\$801.72	\$42,998
Skalicky, Michele R.	KSMU	\$38,975.00		\$740.53	\$39,716
Skeeters, Priscilla K.	Bookstore	\$49,329.00		\$937.25	\$50,266
Skinner, Sophia L.	West Plains Library	\$37,680.00		\$715.92	\$38,396
Slane, William B.	OPT	\$44,054.00		\$837.03	\$44,891
Slavens, Robert	Facilities Management-Grounds	\$23,717.00	\$4,251.92	\$531.41	\$28,500
Sliger, Ashley D.	Planning, Design & Construction	\$53,638.00		\$1,019.12	\$54,657
Smart-Winegar, Sandra L.	SBTDC	\$48,575.00		\$922.93	\$49,498
Smith, Allison	Residence Life Housing & Dining Services	\$42,549.00		\$808.43	\$43,357
Smith, Andrew H.	Facilities Management	\$54,635.00		\$1,038.07	\$55,673
Smith, Deanna M.	West Plains Center	\$41,000.00		\$779.00	\$41,779
Smith, Michele D.	Multicultural Services	\$93,318.00		\$1,868.04	\$100,186
Smith, Stephanie M.	Development Office	\$63,829.00		\$1,212.75	\$65,042
Smith, Tanya L.	Procurement Services	\$43,068.00		\$818.29	\$43,886
Snider, Erin J.	Occupational Therapy	\$27,599.00		\$524.38	\$28,123
Snider, William R.	Facilities Management-Maintenance	\$40,956.00		\$778.16	\$41,734
Snow, LeAnne	Physician Assistant Studies	\$36,960.00		\$702.24	\$37,662
Snyder, Sheira	Biomedical Sciences	\$28,200.00		\$535.80	\$28,736
Sode, Olujimi G.	Admissions	\$48,551.00		\$922.47	\$49,473
Spalding, Roger M.	Networking & Telecommunications	\$63,360.00		\$1,203.84	\$64,564
Sparks, Andrew B.	Computer Services	\$59,241.00		\$1,125.58	\$60,367
Spaulding, Cynthia D.	Financial Aid	\$35,833.00		\$680.83	\$36,514
Speer, Jason A.	College of Business	\$45,071.00		\$856.35	\$45,927
Speer, Robert W.	Jordan Valley Innovation Center	\$55,062.00		\$1,046.18	\$56,108
Spieler, Martin J.	Athletics-Football-Men	\$56,102.00		\$1,065.94	\$57,168
Spinabella, Julie C.	Admissions	\$38,191.00		\$725.63	\$38,917
Spivy, James T.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$23,938
Squibb, Amie M.	Enrollment Management & Services	\$56,150.00		\$1,066.85	\$57,217
Stackpole, Melissa	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Stadler, Denise M.	Residence Life Housing & Dining Services	\$24,401.00		\$463.62	\$24,865
Staeger, Roy A.	Office of University Safety	\$33,661.00		\$639.56	\$34,301
Stafford, Gary J.	Career Center	\$43,632.00		\$829.01	\$44,461
Stafford, Neal H.	Athletics-Golf-Men	\$33,157.00		\$629.98	\$33,787
Stagner, Kimberly N.	Advisement Center	\$41,000.00		\$779.00	\$41,779
Stanley, Marianne E.	Computer Services	\$61,200.00		\$1,162.80	\$62,363
Stansbury, Sandra G.	Facilities Management-Custodial	\$22,262.00		\$446.34	\$23,938
Stanton, Dawn D.	Residence Life Housing & Dining Services	\$19,271.00		\$366.15	\$19,637
Stanton, Shannon K.	Juanita K Hammons Hall	\$48,575.00		\$922.93	\$49,498
Stark, Erica D.	Citizenship & Service Learning	\$34,213.00		\$650.05	\$34,863
Steckel, Dave A.	Athletics-Football-Men	\$283,761.00		\$5,391.46	\$289,152
Steen, Carrie	West Plains Advisement & Acad Support Ctr	\$48,551.00		\$922.47	\$49,473
Steiner, Cynthia L.	Residence Life Housing & Dining Services	\$29,485.00		\$560.22	\$30,045
Steinshouer, Linda K.	Social Work	\$29,364.00		\$557.92	\$29,922
Stephens, Carrie M.	Office of University Safety	\$33,799.35		\$642.19	\$34,442
Stephens, Linda A.	Office of Human Resources	\$61,597.00		\$1,170.34	\$62,767
Stephens, Strausie N.	Financial Services	\$28,824.00	\$378.23	\$554.84	\$29,757

Stevens, Jeffrey R.	Office of University Safety	\$35,879.31	\$20.12	\$682.09	\$36,582
Stevens, Kimberly R.	Residence Life Housing & Dining Services	\$25,809.00		\$490.37	\$26,299
Stevens, Linda C.	Health & Wellness Center	\$38,109.00		\$724.07	\$38,833
Stewart, Brenda L.	International Programs	\$41,040.00		\$779.76	\$41,820
Stewart, Gary K.	Residence Life Housing & Dining Services	\$88,754.00		\$1,686.33	\$90,440
Stewart, Joseph R.	KSMU	\$39,420.00		\$748.98	\$40,169
Stewart, Kristian L.	Athletic Medical & Rehab Services	\$39,897.00	\$275.34	\$763.27	\$40,936
Stewart, Marjorie A.	Career Center	\$47,740.00		\$907.06	\$48,647
Stewart, Rabekah D.	TRIO	\$63,220.00		\$1,201.18	\$64,421
Stillwell, Seth M.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$446.35	\$23,938
Stinnett, Kathleen B.	Student Development & Public Affairs	\$43,020.00		\$817.38	\$43,837
Stock, Carla D.	Bursars Office	\$30,635.00		\$582.07	\$31,217
Stokes, Melissa K.	Athletics-Volleyball-Women	\$113,879.00		\$2,163.70	\$116,043
Stone, Rowena A.	President's Office	\$49,080.00		\$932.52	\$50,013
Stopczynski, Stacey L.	Computer Services-Bearpass Card	\$37,645.00		\$715.26	\$38,360
Storie, Anthony L.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Stout, Randy J.	Agriculture-Mtn Grv Campus	\$30,984.00		\$588.70	\$31,573
Stovall, Richard C.	Office of Human Resources	\$42,430.00		\$806.17	\$43,236
Stranghoener, Michael R.	Facilities Management-Custodial	\$28,523.00		\$541.94	\$29,065
Street, Lori D.	KSMU	\$34,743.00		\$660.12	\$35,403
Strider, Angela M.	Residence Life Housing & Dining Services	\$54,170.00		\$1,029.23	\$55,199
Strong, Elizabeth C.	Study Away	\$58,413.00		\$1,109.85	\$59,523
Strong, Joe R.	Outreach Tech & Equipment	\$51,214.00		\$973.07	\$52,187
Strope, Kimberly R.	Registrar	\$39,403.00		\$748.66	\$40,152
Stuppy, Joshua D.	Networking & Telecommunications	\$78,168.00		\$1,485.19	\$79,653
Sullivan, John W.	Music	\$27,143.00		\$515.72	\$27,659
Sullivan, Maxine C.	Music	\$31,019.00		\$589.36	\$31,608
Swearingen, Andrew C.	Computer Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Swearingen, Kimberly H.	Health & Wellness Center	\$27,910.00		\$530.29	\$28,440
Swift, Donald S.	Facilities Management-Maintenance	\$49,683.00		\$943.98	\$50,627
Swigert, Dwayne A.	Library	\$39,944.00		\$758.94	\$40,703
Swindell, Lori L.	Financial Services	\$60,190.00		\$1,143.61	\$61,334
Switzer, Jeffrey G.	Facilities Management-Maintenance	\$42,674.00		\$810.81	\$43,485
Swope, Julianna P.	College of Business	\$34,086.00		\$647.63	\$34,734
Syler, Christopher W.	Facilities Management-Custodial	\$27,455.00		\$521.65	\$27,977
Syler, Melody A.	Facilities Management-Custodial	\$23,069.00		\$446.34	\$23,938
Szepatowski, David	College of Natural and Applied Science	\$28,270.00		\$537.13	\$28,807
Talty, Beverly S.	Health & Wellness Center	\$48,856.00		\$928.26	\$49,784
Tate, Pamela K.	West Plains Dean of Academic Affairs Office	\$38,476.00		\$731.04	\$39,207
Taylor, Eric D.	Faculty Center for Teaching & Learning	\$46,733.00		\$887.93	\$47,621
Taylor, Jordan E.	VP University Advancement	\$33,000.00	\$1,069.27	\$647.32	\$34,717
Taylor, Lisa M.	Graduate College	\$52,110.00		\$990.09	\$53,100
Taylor, Vickie A.	Computer Services	\$42,938.00	\$867.52	\$832.30	\$44,638
Tebo, Kim A.	Registrar	\$28,824.00	\$378.23	\$554.84	\$29,757
Templar, Simon C.	Computer Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Templeton, Kelly M.	Theatre & Dance	\$54,734.00		\$1,039.95	\$55,774
Templeton, Martha A.	Mathematics	\$33,219.00		\$631.16	\$33,850
Terry, Jane E.	Religious Studies	\$32,169.00		\$611.21	\$32,780

Tharp, Billy D.	Office of University Safety	\$31,143.40		\$591.72	\$31,735
Theissen, Ryan C.	Facilities Management-Grounds	\$23,140.00	\$4,828.92	\$531.41	\$28,500
Thomas, Joshua F.	Office of University Safety	\$29,464.00		\$559.82	\$30,024
Thompson, Dustin A.	Center for Archeological Research	\$34,650.00		\$658.35	\$35,308
Thornton, Jason Z.	Campus Recreation	\$37,263.00		\$708.00	\$37,971
Thrasher, Tai L.	Admissions	\$37,262.00	\$1,676.48	\$739.83	\$39,678
Tibbs, Bart A.	Admissions	\$52,194.00		\$991.69	\$53,186
Tindle, Aundrea S.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Titus, Christy L.	Criminology	\$28,540.00		\$542.26	\$29,082
Toeppen, Braden	Kinesiology	\$29,120.00		\$553.28	\$29,673
Tolleson, Melissa A.	Dual Credit	\$35,305.00		\$670.80	\$35,976
Totsch, Carly B.	McQueary College of Health & Human Services	\$30,893.00		\$586.97	\$31,480
Totty, Angela D.	West Plains Student Services	\$88,810.00	\$2,457.01	\$1,734.07	\$93,001
Towell, Kelley L.	West Plains Financial Aid	\$31,910.00		\$606.29	\$32,516
Townsend, Steven B.	Printing Services	\$33,837.00		\$642.90	\$34,480
Tracy, Corey R.	Faculty Center for Teaching & Learning	\$42,938.00	\$867.52	\$832.30	\$44,638
Travis, Brooks L.	Library	\$59,321.00		\$1,127.10	\$60,448
Treese, Joe I.	Facilities Management-Maintenance	\$37,332.00		\$709.31	\$38,041
Trewatha-Bach, Stacey R.	Public Affairs	\$48,551.00		\$922.47	\$49,473
Trotter, Alisa D.	College of Business	\$46,335.00		\$880.37	\$47,215
Tune, Stacey A.	Computer Services	\$75,866.00	\$2,008.78	\$1,479.62	\$79,354
Turk, Scott A.	Computer Services	\$56,014.00		\$1,064.27	\$57,078
Turner, Britni	Financial Aid	\$28,028.00		\$532.53	\$28,561
Turner, Jennifer M.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$421.66	\$22,614
Turner, Mariah J.	Library	\$28,079.46		\$533.51	\$28,613
Turner, Pamela J.	Agriculture-Mtn Grv Campus	\$38,772.00		\$736.67	\$39,509
Turner, Rashaud L.	Office of University Safety	\$27,871.46		\$529.56	\$28,401
Turner, Steve M.	Residence Life Housing & Dining Services	\$24,079.00		\$457.50	\$24,537
Turner, Steven L.	Agriculture-Mtn Grv Campus	\$32,726.00		\$621.79	\$33,348
Turner, Valerie K.	Career Center	\$43,682.00		\$829.96	\$44,512
Underhill, Nancy B.	Facilities Management-Grounds	\$30,065.00		\$571.24	\$30,636
Underlin, Nancy J.	Economics	\$32,469.00		\$616.91	\$33,086
Underwood, Deborah A.	Financial Services	\$51,100.00		\$970.90	\$52,071
Underwood, Judy K.	Facilities Management-Custodial	\$22,344.00	\$1,147.68	\$446.34	\$23,938
Underwood, Stacey J.	Facilities Management-Custodial	\$26,748.00		\$508.21	\$27,256
Ungeheier, Marcus	Facilities Management-Maintenance	\$35,298.00	\$601.43	\$682.09	\$36,582
Utne, Benjamin L.	Computer Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Van Huis, Robin E.	Residence Life Housing & Dining Services	\$19,640.00		\$373.16	\$20,013
Vaneva, Teodora H.	Computer Services	\$54,708.00	\$1,274.34	\$1,063.66	\$57,046
Vaughan, David A.	Environmental Health & Safety	\$76,746.00		\$1,458.17	\$78,204
Vaughan, Julie A.	Financial Services	\$49,080.00		\$932.52	\$50,013
Vaughan, Lori A.	School of Nursing	\$24,927.00		\$473.61	\$25,401
Veach, Susan A.	Office of Human Resources	\$31,672.00		\$601.77	\$32,274
Vestal, Toryana N.	Financial Services	\$28,824.00	\$378.23	\$554.84	\$29,757
Wade, Lori L.	Kinesiology	\$30,914.00		\$587.37	\$31,501
Wadley, Dustin T.	Facilities Management-Grounds	\$25,851.00	\$4,000.20	\$567.17	\$30,418
Walcott, Leah S.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Walden, Ciella J.	Health & Wellness Center	\$37,203.00		\$706.86	\$37,910

Walker, Clara L.	Health & Wellness Center	\$44,370.00		\$843.03	\$45,213
Walker, Grady L.	Residence Life Housing & Dining Services	\$29,602.00		\$562.44	\$30,164
Walker, Jennifer D.	West Plains Financial Aid	\$53,120.00		\$1,009.28	\$54,129
Walker, Kimberly N.	Advisement Center	\$33,930.00	\$139.27	\$647.32	\$34,717
Walker, Mary L.	Financial Aid	\$28,435.00		\$540.27	\$28,975
Wall, Laurie L.	West Plains Registration & Records	\$48,551.00		\$922.47	\$49,473
Walsh, Briana I.	West Plains Athletics-Women	\$36,354.00		\$690.73	\$37,045
Wang, Yun R.	Computer Services	\$44,030.00		\$836.57	\$44,867
Wantland, Carisma A.	Facilities Management-Custodial	\$32,468.18		\$616.90	\$33,085
Ward, Dennis E.	Residence Life Housing & Dining Services	\$33,443.00		\$635.42	\$34,078
Ward, Jennifer L.	Financial Aid	\$31,199.40		\$592.79	\$31,792
Ward, Sandra L.	Facilities Management-Custodial	\$31,405.00		\$596.70	\$32,002
Wardell, Mary A.	Health & Wellness Center	\$154,120.00		\$2,928.28	\$157,048
Warden, Nicole J.	Computer Services	\$42,938.00	\$867.52	\$832.30	\$44,638
Warnow, Cynthia M.	Alumni Relations	\$33,246.00		\$631.67	\$33,878
Warren, Melissa L.	Missouri State Outreach	\$43,170.00		\$820.23	\$43,990
Waugh, Douglas D.	KSMU	\$61,486.00		\$1,168.23	\$62,654
Webb, Joseph E.	College of Agriculture	\$27,577.00		\$523.96	\$28,101
Webb, Rachael A.	Residence Life Housing & Dining Services	\$22,049.00	\$143.46	\$421.66	\$22,614
Weber, Andrea M.	Office of Student Conduct	\$53,000.00		\$1,007.00	\$54,007
Weber, Donald T.	Plaster Student Union Administration	\$67,720.00		\$1,286.68	\$69,007
Weber, Mallory	Athletics-Tennis-Women	\$37,856.00		\$719.26	\$38,575
Weiss, Caleb	Facilities Management-Maintenance	\$31,187.00	\$460.15	\$601.30	\$32,248
Welch, Granvill L.	Facilities Management-Custodial	\$24,150.00		\$458.85	\$24,609
Welch, Jacob A.	Office of University Safety	\$48,551.00		\$922.47	\$49,473
Welch, James J.	Admissions	\$51,100.00		\$970.90	\$52,071
Wells, Gary W.	Facilities Management-Maintenance	\$45,253.00		\$859.81	\$46,113
Wells, Randy A.	Facilities Management-Custodial	\$22,049.00	\$143.46	\$446.35	\$23,938
Weter, Jennifer L.	Health & Wellness Center	\$44,794.00		\$851.09	\$45,645
Wheeler, Jack C.	Juanita K Hammons Hall	\$51,100.00		\$970.90	\$52,071
Wheeler, Mark S.	Planning, Design & Construction	\$100,070.00		\$1,901.33	\$101,971
Whitaker, Charles	Citizenship & Service Learning	\$35,263.00		\$670.00	\$35,933
White, John M.	West Plains Advisement & Acad Support Ctr	\$32,928.00		\$625.63	\$33,554
White, Kevin T.	Office of Visual Media	\$48,575.00		\$922.93	\$49,498
White, Victoria	Financial Aid	\$35,042.00		\$665.80	\$35,708
Whitten, Lori J.	Residence Life Housing & Dining Services	\$29,039.00		\$551.74	\$29,591
Whorton, Serena	TRIO	\$28,599.45		\$543.39	\$29,143
Wicks, Janet E.	Bookstore	\$37,459.00		\$711.72	\$38,171
Wiedemann, Paula M.	West Plains Athletics-Women	\$55,442.00		\$1,053.40	\$56,495
Wienberg, Darren E.	Advisement Center	\$55,892.00		\$1,061.95	\$56,954
Wiley, Tammy B.	KSMU	\$113,201.00		\$2,150.82	\$115,352
Wilhelm, Paula M.	Office of Human Resources	\$63,928.00		\$1,214.63	\$65,143
Williams, Aaliyah	Child Development Center	\$21,237.00	\$955.46		\$22,192
Williams, Jeffrey M.	Biology	\$32,742.00		\$622.10	\$33,364
Williams, Sarah M.	Computer Services	\$64,096.00	\$1,599.78	\$1,248.22	\$66,944
Wills, C M.	Procurement Services	\$80,229.00		\$1,524.35	\$81,753
Wilson, Brenda K.	Residence Life Housing & Dining Services	\$28,972.00		\$550.47	\$29,522
Wilson, Daniel L.	West Plains Information Technology Services	\$41,919.00	\$1,886.52	\$832.30	\$44,638

Wilson, Kevin W.	Library	\$35,026.00			\$665.49	\$35,691
Wilson, Lance E.	Office of University Safety	\$32,553.00			\$618.51	\$33,172
Wilson, Laurie L.	College of Humanities & Public Affairs	\$40,508.00			\$769.65	\$41,278
Wilson, Patrick R.	Juanita K Hammons Hall	\$29,119.44			\$553.27	\$29,673
Wilson, Ryan T.	Computer Services	\$54,708.00	\$1,274.34		\$1,063.66	\$57,046
Winborne, Joshua J.	English Language Institute	\$37,960.00			\$721.24	\$38,681
Winkler, Danny E.	College of Business	\$61,043.00			\$1,159.82	\$62,203
Wise, Brittany N.	Psychology	\$37,360.00			\$709.84	\$38,070
Withrow, David L.	Facilities Management-Maintenance	\$36,087.31			\$685.66	\$36,773
Wittorff-Sandgren, Dorothy C.	Center for Resource Planning & Management	\$38,753.00			\$736.31	\$39,489
Wolf, Candice	Alumni Relations	\$48,551.00			\$922.47	\$49,473
Wollard, Rick L.	Residence Life Housing & Dining Services	\$26,407.00			\$501.73	\$26,909
Wood, Christina P.	Facilities Management-Custodial	\$21,237.00	\$955.46	\$1,299.68	\$446.35	\$23,938
Wood, Kelly S.	Center Academic Success & Transition	\$101,460.00			\$1,927.74	\$103,388
Wood, Mary A.	Public Affairs	\$55,489.00			\$1,054.29	\$56,543
Wood, Michael B.	Career Center	\$47,740.00			\$907.06	\$48,647
Woodman, Sara E.	Center for Biomedical & Life Sciences	\$34,940.00			\$663.86	\$35,604
Woolsey, Mark A.	Assessment	\$43,599.00			\$828.38	\$44,427
Wray, Melinda S.	Health & Wellness Center	\$38,109.00			\$724.07	\$38,833
Wright, Amy M.	Child Development Center	\$22,049.00	\$143.46		\$421.66	\$22,614
Wright, Devon L.	College of Business	\$41,000.00			\$779.00	\$41,779
Wright, Emily D.	Honors College	\$27,700.00			\$526.30	\$28,226
Wright, Jeremy A.	Computer Services	\$42,938.00	\$867.52		\$832.30	\$44,638
Wright, Joan E.	West Plains Instruction	\$49,387.00			\$938.35	\$50,325
Wright, Julie D.	Development Office	\$38,442.00			\$730.40	\$39,172
Wright, Thomas E.	Residence Life Housing & Dining Services	\$34,145.00			\$648.76	\$34,794
Wrinkle, Cheryl A.	Agency For Teaching, Leading & Learning	\$54,181.00			\$1,029.44	\$55,210
Wu, Yi	International Programs	\$35,950.00			\$683.05	\$36,633
Wutke, Adam T.	Sociology & Anthropology	\$27,595.00			\$524.31	\$28,119
Wynn, Jannette	Facilities Management-Custodial	\$22,049.00	\$143.46	\$1,299.68	\$446.35	\$23,938
Yancy, Nathan M.	Residence Life Housing & Dining Services	\$17,696.99	\$722.75		\$349.98	\$18,770
Yeap, Emily	University Communications	\$38,235.00			\$726.47	\$38,961
Yokeley, Marcus A.	Athletics-Football-Men	\$93,839.00			\$1,782.94	\$95,622
Yost, Nikki L.	Missouri State Outreach	\$25,009.00			\$475.17	\$25,484
Young, Angela	Dual Credit	\$52,871.00			\$1,004.55	\$53,876
Young, Christopher M.	Residence Life Housing & Dining Services	\$48,878.00			\$928.68	\$49,807
Young, Crystal A.	English Language Institute	\$40,453.00			\$768.61	\$41,222
Young, Darren E.	International Programs	\$44,335.00			\$842.37	\$45,177
Young, David A.	West Plains Information Technology Services	\$64,096.00	\$1,599.78		\$1,248.22	\$66,944
Young, Donna M.	Facilities Management	\$28,824.00	\$378.23		\$554.84	\$29,757
Zey, Sarah G.	International Services	\$36,500.00			\$693.50	\$37,194
Zhang, Peng	Vp Research & Economic Development	\$52,402.00			\$995.64	\$53,398
Zhang, Xinge	International Services	\$37,238.00			\$707.52	\$37,946
Zhao, Rui	Residence Life Housing & Dining Services	\$27,910.00			\$530.29	\$28,440
Zhou, Xiaomin	Financial Services	\$44,444.00			\$844.44	\$45,288
Zhuang, Yuan	International Programs	\$43,283.00			\$822.38	\$44,105
Ziegler, Carol R.	Veteran Student Center	\$51,100.00			\$970.90	\$52,071

Vote: Yea
 Nay

MISSOURI STATE UNIVERSITY

III.F.5.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Academic employees, as itemized below, are effective August 1, 2019.

Academic Faculty

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Equity</u>	<u>Promotion</u>	<u>PSIP</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Abernathy, Amber R.	Psychology	\$54,170.40		\$5,000		\$1,124.24	\$60,295
Adams, Jodie H.	Kinesiology	\$41,000.00				\$779.00	\$41,779
Adams, Kathryn A.	School of Nursing	\$57,413.51	\$4,931.22			\$1,184.55	\$63,529
Adams, Leigh A.	West Plains Instruction	\$44,647.11				\$848.30	\$45,495
Adamson, Reesha M.	Counseling Leadership & Special Ed	\$59,145.66		\$5,000		\$1,218.77	\$65,364
Agnew, William J.	Counseling Leadership & Special Ed	\$86,888.34				\$1,650.88	\$88,539
Agrawal, Deepti	Info Technology & Cybersecurity	\$121,800.00				\$2,314.20	\$124,114
Ahmed, Haydory A.	Economics	\$73,320.00				\$1,393.08	\$74,713
Aho, Kyle J.	Music	\$41,808.00				\$794.35	\$42,602
Ajuwon, Paul M.	Counseling Leadership & Special Ed	\$72,808.94				\$1,383.37	\$74,192
Albers, Joshua R.	Art & Design	\$53,625.00				\$1,018.88	\$54,644
Albin, Craig D.	West Plains Instruction	\$69,192.13				\$1,314.65	\$70,507
Albritton, Michael A.	Management	\$41,808.00				\$794.35	\$42,602
Allen, Jimmie R.	Art & Design	\$58,481.08				\$1,111.14	\$59,592
Allen, Natalie B.	Biomedical Sciences	\$43,792.65		\$2,500		\$879.56	\$47,172
Alsup-Egbers, Clydette M.	Env Plant Science & Natural Resources	\$68,849.74				\$1,308.15	\$70,158
Amberg, Richard H.	Media, Journalism & Film	\$55,953.05		\$5,000		\$1,158.11	\$62,111
Amidon, Ethan	Criminology	\$65,621.78				\$1,246.81	\$66,869
Ammons, Jacynnda L.	History	\$43,020.00				\$817.38	\$43,837
Anderson, Angela L.	Counseling Leadership & Special Ed	\$68,634.61				\$1,304.06	\$69,939
Anderson, Wayne L.	Finance & General Business	\$105,160.25				\$1,998.04	\$107,158
Arendell, Telory D.	Theatre & Dance	\$58,869.93				\$1,118.53	\$59,988
Argyle, Deidre	Art & Design	\$52,110.00				\$990.09	\$53,100
Arora, Sonia B.	Communication Sciences & Disorders	\$57,160.00				\$1,086.04	\$58,246
Arthaud, Tamara J.	Counseling Leadership & Special Ed	\$85,154.60				\$1,617.94	\$86,773
Artman, Amy	Religious Studies	\$36,257.04				\$688.88	\$36,946
Asay, Nancy L.	Technology & Construction Mgmt	\$48,986.07				\$930.74	\$49,917
Ashcroft, Paul A.	Accounting	\$129,648.71				\$2,463.33	\$132,112
Atkinson, Jamie C.	Reading Foundations & Technology	\$56,150.00				\$1,066.85	\$57,217
Atwell, Jan M.	School of Nursing	\$60,341.50	\$6,135.28			\$1,263.06	\$67,740
Ault-Phillips, Jana M.	Finance & General Business	\$47,836.69				\$908.90	\$48,746
Austin, Rebekah E.	Info Technology & Cybersecurity	\$46,050.00				\$874.95	\$46,925
Backes, Heidi A.	Modern & Classical Languages	\$55,140.00				\$1,047.66	\$56,188
Baggett, Holly A.	History	\$71,831.12				\$1,364.79	\$73,196
Bailey, Sandra L.	Merchandising and Fashion Design	\$70,563.71				\$1,340.71	\$71,904
Bajalan, Djene R.	History	\$56,150.00				\$1,066.85	\$57,217
Baker, Andrew M.	Childhood Education & Family Studies	\$56,150.00				\$1,066.85	\$57,217
Baker, Rebecca A.	Physics Astronomy & Mat Science	\$48,685.09				\$925.02	\$49,610

Baker, Sarah J.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Bakker, Klaas	Communication Sciences & Disorders	\$82,170.63		\$1,561.24	\$83,732
Barber, Marlin C.	History	\$54,888.51		\$1,042.88	\$55,931
Barber, Sarah R.	Communication Sciences & Disorders	\$56,578.24		\$1,074.99	\$57,653
Barffour, Antoinette A.	Modern & Classical Languages	\$54,130.00		\$1,028.47	\$55,158
Barffour, Maxwell A.	CHHS-Master of Public Health	\$44,535.00		\$846.17	\$45,381
Barnes, Ruth E.	Theatre & Dance	\$65,658.14		\$1,247.50	\$66,906
Barnett, Joann E.	Mathematics	\$38,475.00		\$731.03	\$39,206
Barnhart, Miles C.	Biology	\$92,698.87		\$1,761.28	\$94,460
Barreda, Albert A.	Hospitality Leadership	\$70,865.70	\$5,000	\$1,441.45	\$77,307
Barrier, Tonya B.	Info Technology & Cybersecurity	\$103,592.73		\$1,968.26	\$105,561
Bartholomew, Jake M.	Philosophy	\$43,020.00		\$817.38	\$43,837
Bass, Samuel J.	Accounting	\$42,549.34		\$808.44	\$43,358
Bassett, Damon J.	Geography Geology & Planning	\$48,398.25		\$919.57	\$49,318
Basu Roy, Subhasree	Economics	\$73,817.93		\$1,402.54	\$75,220
Baumlin, James S.	English	\$89,540.60	\$5,000	\$1,796.27	\$96,337
Baynes, Leslie A.	Religious Studies	\$60,215.25		\$1,144.09	\$61,359
Beatty, Nick L.	Political Science	\$42,549.34		\$808.44	\$43,358
Belisle, Jordan	Psychology	\$56,150.00		\$1,066.85	\$57,217
Bell, Angela B.	English	\$55,140.00		\$1,047.66	\$56,188
Belshoff, Richard G.	Mathematics	\$83,024.08	\$1,000.00	\$1,596.46	\$85,621
Benedict-Chambers, Amanda M.	Childhood Education & Family Studies	\$59,145.66	\$5,000	\$1,218.77	\$65,364
Benzer, Fatih	Art & Design	\$53,120.00		\$1,009.28	\$54,129
Berquist, Charlene A.	Communication	\$86,281.73		\$1,639.35	\$87,921
Besara, Tiglet	Physics Astronomy & Mat Science	\$62,210.00		\$1,181.99	\$63,392
Bhattacharyya, Gautam	Chemistry	\$59,329.48		\$1,127.26	\$60,457
Biagioni, Richard N.	Chemistry	\$84,837.03		\$1,611.90	\$86,449
Birdyshaw, Edward L.	West Plains Instruction	\$54,616.82		\$1,037.72	\$55,655
Bishop, Rhonda L.	Childhood Education & Family Studies	\$43,020.00		\$817.38	\$43,837
Blansit, Amy C.	Kinesiology	\$42,549.34		\$808.44	\$43,358
Blanton, Patti A.	Mathematics	\$42,932.13		\$815.71	\$43,748
Blevins, Brooks R.	History	\$80,537.46		\$1,625.21	\$87,163
Bolyard, Chloe	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Bonebrake, Tara	Greenwood Lab School	\$46,373.20		\$881.09	\$47,254
Bosch, Eric	Chemistry	\$94,020.96		\$1,786.40	\$95,807
Bourhis, John S.	Communication	\$96,499.50		\$1,833.49	\$98,333
Bowe, Laura M.	Biology	\$43,160.39		\$820.05	\$43,980
Boyd, Carmen	Biomedical Sciences	\$51,080.81		\$970.54	\$52,051
Boyle, Megan	Counseling Leadership & Special Ed	\$58,281.10		\$1,107.34	\$59,388
Boyle, Michael P.	Philosophy	\$46,459.05		\$882.72	\$47,342
Boys, Cathy P.	West Plains Instruction	\$54,796.60		\$1,041.14	\$55,838
Brahnam, S B.	Info Technology & Cybersecurity	\$124,648.20		\$2,368.32	\$127,017
Brattin, Ricky L.	Info Technology & Cybersecurity	\$119,073.00		\$2,262.39	\$121,335
Brazeal, LeAnn M.	Communication	\$62,167.58		\$1,181.18	\$63,349
Brinson, Sabrina A.	Childhood Education & Family Studies	\$74,804.70		\$1,421.29	\$76,226
Broadus, Marilyn A.	Greenwood Lab School	\$41,858.50		\$795.31	\$42,654
Brock, Russell E.	Agency For Teaching, Lead & Learn	\$51,100.00		\$970.90	\$52,071
Brodeur, Amanda C.	Biomedical Sciences	\$64,280.50		\$1,221.33	\$65,502

Brown, Orville G.	Counseling Leadership & Special Ed	\$79,577.86		\$1,511.98	\$81,090
Brown, Robert S.	Mathematics	\$38,481.06		\$731.14	\$39,212
Brummel, Sara J.	Theatre & Dance	\$59,365.84		\$1,127.95	\$60,494
Bunn, Roger	Mathematics	\$44,030.00		\$836.57	\$44,867
Burch, Abby R.	Greenwood Lab School	\$43,366.43		\$823.96	\$44,190
Burge, Sara J.	English	\$42,356.43		\$804.77	\$43,161
Burton, Michael G.	Env Plant Science & Natural Resources	\$75,236.98		\$1,429.50	\$76,666
Burton, Richard L.	Info Technology & Cybersecurity	\$41,103.02		\$780.96	\$41,884
Busdieker-Jesse, Nichole L.	Agribusiness, Ag Ed & Comm	\$60,351.60		\$1,146.68	\$61,498
Bushman, Barbara A.	Kinesiology	\$97,059.04		\$1,844.12	\$98,903
Butcher, Deana R.	Communication	\$41,000.00		\$779.00	\$41,779
Buyurgan, Nebil	Technology & Construction Mgmt	\$104,529.00		\$1,986.05	\$106,515
Cadle, Lanette L.	English	\$63,471.49		\$1,205.96	\$64,677
Cafagna, Marcus S.	English	\$61,630.26		\$1,170.97	\$62,801
Calihman, Matthew S.	English	\$59,863.77	\$6,000	\$1,251.41	\$67,115
Cameron, James S.	Music	\$59,219.39		\$1,125.17	\$60,345
Cantillo, Andres	Economics	\$44,383.50		\$843.29	\$45,227
Carden-Jessen, Melanie E.	Geography Geology & Planning	\$41,000.00		\$779.00	\$41,779
Cardin, Ashlea D.	Occupational Therapy	\$80,966.71		\$1,538.37	\$82,505
Carr, Judy L.	West Plains Instruction	\$51,971.63		\$987.46	\$52,959
Carr, Sylvia	Mathematics	\$45,513.69		\$864.76	\$46,378
Carr, W D.	Sports Medicine & Athletic Training	\$70,582.90		\$1,341.08	\$71,924
Carter, Shelley L.	School of Nursing	\$62,210.00	\$1,395.00	\$1,208.50	\$64,813
Carver, Christopher	Counseling Leadership & Special Ed	\$56,150.00		\$1,066.85	\$57,217
Casey, Lisa R.	Music	\$67,506.44		\$1,282.62	\$68,789
Cathey, Christie L.	Psychology	\$55,884.37	\$5,000	\$1,156.80	\$62,041
Caton, Barbara A.	West Plains Allied Health Division	\$59,961.74		\$1,139.27	\$61,101
Cemore Brigden, Joanna J.	Childhood Education & Family Studies	\$61,829.23		\$1,174.76	\$63,004
Cerdas Cisneros, Maria	Modern & Classical Languages	\$53,120.00		\$1,009.28	\$54,129
Chackal, Anthony E.	Philosophy	\$43,020.00		\$817.38	\$43,837
Chang, Chih-Cheng E.	Finance & General Business	\$133,168.56		\$2,530.20	\$135,699
Chang, Ching-Wen	Reading Foundations & Technology	\$64,468.36	\$6,000	\$1,338.90	\$71,807
Chapman, Carol L.	Music	\$61,023.25		\$1,159.44	\$62,183
Chaston, Joel D.	English	\$74,929.94		\$1,423.67	\$76,354
Chen, Qiang	Social Work	\$56,150.00		\$1,066.85	\$57,217
Chenoweth, Amelia M.	Counseling Leadership & Special Ed	\$44,030.00		\$836.57	\$44,867
Choi, Minju	Music	\$53,625.00		\$1,018.88	\$54,644
Christian, McCall E.	Sports Medicine & Athletic Training	\$41,000.00		\$779.00	\$41,779
Chuchiak, John F.	History	\$81,530.29		\$1,549.08	\$83,079
Claborn, David M.	CHHS-Master of Public Health	\$79,215.37		\$1,505.09	\$80,720
Clark, Anthony	Computer Science	\$77,865.00	\$3,000.00	\$1,536.44	\$82,401
Clark, Ronald A.	Marketing	\$124,153.30		\$2,358.91	\$126,512
Clayton, Michael	Psychology	\$58,805.29		\$1,117.30	\$59,923
Cline, Andrew R.	Media, Journalism & Film	\$70,182.94		\$1,333.48	\$71,516
Closser, Cole B.	Art & Design	\$53,140.20		\$1,009.66	\$54,150
Cobos, Liza M.	Hospitality Leadership	\$71,300.00		\$1,354.70	\$72,655
Cohen Ioannides, Mara W.	English	\$44,367.34		\$842.98	\$45,210
Coleman, Joshua	Marketing	\$116,750.00		\$2,218.25	\$118,968

Collins, Christopher	Communication	\$52,110.00		\$990.09	\$53,100
Coltharp, Allison R.	Communication	\$44,018.89		\$836.36	\$44,855
Coltharp, Joel W.	English	\$41,000.00		\$779.00	\$41,779
Conner, Karla D.	School of Nursing	\$60,190.00	\$2,405.00	\$1,189.31	\$63,784
Cook, Sherry J.	Marketing	\$52,499.86		\$997.50	\$53,497
Coombs, James	Library	\$61,907.00		\$1,176.23	\$63,083
Corcoran, Deborah B.	Geography Geology & Planning	\$51,009.10		\$969.17	\$51,978
Cornelison, David M.	Physics Astronomy & Mat Science	\$94,986.92		\$1,804.75	\$96,792
Cornelius-White, Jeffrey H.	Counseling Leadership & Special Ed	\$77,525.64		\$1,472.99	\$78,999
Correll, Pamela	Reading Foundations & Technology	\$56,150.00		\$1,066.85	\$57,217
Cotter, Kirsten M.	West Plains Allied Health Division	\$46,000.00		\$874.00	\$46,874
Cox, Nora F.	Communication	\$42,741.24		\$812.08	\$43,553
Crafts, Daniel D.	Hospitality Leadership	\$73,146.28		\$1,389.78	\$74,536
Crain, Susan J.	Finance & General Business	\$132,590.84		\$2,519.23	\$135,110
Crowder, Rebecca J.	Greenwood Lab School	\$43,071.51		\$818.36	\$43,890
Curry, Natalie A.	Social Work	\$41,808.00	\$2,500	\$841.85	\$45,150
Curtis, Scott M.	Chemistry	\$35,445.00		\$673.46	\$36,118
Czyzniejewski, Michael G.	English	\$59,938.51		\$1,138.83	\$61,077
Daehn, Ann Marie	Music	\$59,938.51		\$1,138.83	\$61,077
Dalton, Tracy L.	English	\$43,832.04		\$832.81	\$44,665
Daoust, Mario	Geography Geology & Planning	\$56,293.42		\$1,069.57	\$57,363
Daugherty, Timothy K.	Psychology	\$95,743.01		\$1,819.12	\$97,562
Davis, Shelby T.	Communication Sciences & Disorders	\$58,675.00		\$1,114.83	\$59,790
Davis, Tammi R.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Denton, Melinda L.	West Plains Instruction	\$46,293.41		\$879.57	\$47,173
DePaepe, Paris A.	Counseling Leadership & Special Ed	\$80,135.48		\$1,522.57	\$81,658
Dicke, Crystal D.	Library	\$48,011.42		\$912.22	\$48,924
Dicke, Thomas S.	History	\$75,491.50		\$1,434.34	\$76,926
Dillon, Randy K.	Communication	\$85,326.88		\$1,621.21	\$86,948
Dimond, Jack E.	Media, Journalism & Film	\$45,428.85		\$863.15	\$46,292
Dollar, Susan C.	Social Work	\$88,076.10		\$1,673.45	\$89,750
Downing, John H.	Kinesiology	\$69,139.61		\$1,313.65	\$70,453
Dudash-Buskirk, Elizabeth A.	Communication	\$62,678.64		\$1,190.89	\$63,870
Dunlop, Vicki L.	Greenwood Lab School	\$56,026.78		\$1,064.51	\$57,091
Durham, Paul L.	Biology	\$135,141.09		\$2,662.68	\$142,804
Dyer, Samuel C.	Communication	\$63,595.72		\$1,208.32	\$64,804
Echols, Leslie	Psychology	\$57,756.91		\$1,097.38	\$58,854
Ehlers, Abigale S.	Hospitality Leadership	\$47,893.25		\$909.97	\$48,803
Ekstam, Keith A.	Art & Design	\$82,708.96		\$1,571.47	\$84,280
Ellickson, Mark C.	Political Science	\$75,012.76		\$1,425.24	\$76,438
Elliott, Jessica M.	History	\$56,655.00		\$1,076.45	\$57,731
English, Catherine	English	\$61,280.80		\$1,164.34	\$62,445
Ernce, Keith D.	Kinesiology	\$90,105.19		\$1,712.00	\$91,817
Estrella, Ana I.	West Plains Instruction	\$42,754.37		\$812.33	\$43,567
Evans, Kevin R.	Geography Geology & Planning	\$71,122.24		\$1,351.32	\$72,474
Evans, Krista M.	Geography Geology & Planning	\$57,665.00		\$1,095.64	\$58,761
Fallone, Melissa D.	Psychology	\$59,522.39		\$1,130.93	\$60,653
Fearing, Cory A.	Greenwood Lab School	\$43,632.06		\$829.01	\$44,461

Fent, Nathan	Agribusiness, Ag Ed & Comm	\$46,050.00		\$874.95	\$46,925
Finch, Kim K.	Counseling Leadership & Special Ed	\$64,005.78		\$1,216.11	\$65,222
Finn, Debra S.	Biology	\$57,160.00		\$1,086.04	\$58,246
Fischer, Donald L.	Psychology	\$73,230.11		\$1,391.37	\$74,621
Fitzgerald, Ivy J.	Biomedical Sciences	\$42,549.34		\$808.44	\$43,358
Flanders, Janelle A.	Greenwood Lab School	\$42,625.09	\$3,000.00	\$866.88	\$46,492
Flannery, Timothy J.	Economics	\$76,350.00		\$1,450.65	\$77,801
Follensbee, Billie J.	Art & Design	\$79,106.29		\$1,503.02	\$80,609
Foreman, Elizabeth	Philosophy	\$63,331.10		\$1,203.29	\$64,534
Foster, Lyle Q.	Sociology & Anthropology	\$54,130.00		\$1,028.47	\$55,158
Foster, Micheal S.	Theatre & Dance	\$65,271.31		\$1,240.15	\$66,511
Fraczak, Jacek M.	Art & Design	\$59,601.17		\$1,132.42	\$60,734
Franklin, Thomas C.	Communication Sciences & Disorders	\$74,371.41		\$1,413.06	\$75,784
Frederick, Dana J.	Management	\$45,874.26		\$871.61	\$46,746
Frederick-Hudson, Katherine	Biology	\$35,500.00		\$674.50	\$36,175
Friske, Wesley	Marketing	\$119,073.00		\$2,262.39	\$121,335
Frodermann, Evan	Physics Astronomy & Mat Science	\$58,675.00		\$1,114.83	\$59,790
Galloway, Julie H.	Economics	\$52,039.30		\$988.75	\$53,028
Galloway, Terrel A.	Economics	\$92,304.28		\$1,753.78	\$94,058
Galloway, James R.	Kinesiology	\$55,645.00		\$1,057.26	\$56,702
Garg, Vinay K.	Management	\$95,059.24		\$1,806.13	\$96,865
Garrad, Richard C.	Biomedical Sciences	\$91,142.46		\$1,731.71	\$92,874
Garrison, Traci A.	Occupational Therapy	\$71,251.52		\$1,353.78	\$72,605
Garrison-Kane, Linda	Counseling Leadership & Special Ed	\$80,084.98		\$1,521.61	\$81,607
Gartin, Patrick R.	Criminology	\$82,737.24		\$1,572.01	\$84,309
Gattis, Lyn F.	English	\$59,644.60		\$1,133.25	\$60,778
Gdovin, Jacob R.	Kinesiology	\$55,140.00		\$1,047.66	\$56,188
Gebken, Richard J.	Technology & Construction Mgmt	\$87,099.43		\$1,654.89	\$88,754
Gerasimchuk, Nikolay N.	Chemistry	\$82,507.97		\$1,567.65	\$84,076
Gerasimchuk-Djordjevic, Maria N.	Art & Design	\$52,110.00		\$990.09	\$53,100
Gholson, Martha R.	English	\$53,478.55		\$1,016.09	\$54,495
Ghosh, Kartik C.	Physics Astronomy & Mat Science	\$86,552.01	\$7,000	\$1,777.49	\$95,329
Gibson, Hugh M.	Kinesiology	\$67,916.50	\$1,000.00	\$1,309.41	\$70,226
Gibson, Kathryn M.	Greenwood Lab School	\$50,257.66		\$954.90	\$51,213
Gillam, Kenneth M.	English	\$62,403.92		\$1,185.67	\$63,590
Gilmore, Kristy L.	Greenwood Lab School	\$46,373.20		\$881.09	\$47,254
Given, Mark D.	Religious Studies	\$62,132.23		\$1,180.51	\$63,313
Goddard, Stacy E.	Kinesiology	\$54,000.00		\$1,026.00	\$55,026
Goering, Daniel D.	Management	\$126,850.00		\$2,410.15	\$129,260
Goeringer, Michael E.	Counseling Leadership & Special Ed	\$46,555.00		\$884.55	\$47,440
Goerndt, Michael	Env Plant Science & Natural Resources	\$61,427.25		\$1,167.12	\$62,594
Goodwin, Andrew M.	Art & Design	\$41,000.00		\$779.00	\$41,779
Goodwin, David R.	Reading Foundations & Technology	\$61,947.40		\$1,177.00	\$63,124
Gorley, Nicole A.	Biomedical Sciences	\$42,549.34		\$808.44	\$43,358
Goss, Benjamin D.	Management	\$91,500.00		\$1,738.50	\$93,239
Gouzie, Douglas R.	Geography Geology & Planning	\$70,487.96		\$1,339.27	\$71,827
Grace-Duran, Jennifer	Greenwood Lab School	\$39,990.00		\$759.81	\$40,750
Gram, John R.	History	\$43,868.40		\$833.50	\$44,702

Graves, Carolyn F.	School of Nursing	\$60,282.92		\$1,145.38	\$61,428
Gray, Stacy M.	Greenwood Lab School	\$31,910.00		\$606.29	\$32,516
Greene, Brian D.	Biology	\$62,881.65		\$1,194.75	\$64,076
Guo, Kanghui	Mathematics	\$87,050.95		\$1,653.97	\$88,705
Guo, Xiang	Info Technology & Cybersecurity	\$121,800.00		\$2,314.20	\$124,114
Gutierrez, Melida	Geography Geology & Planning	\$80,558.97		\$1,530.62	\$82,090
Gutzke, David W.	History	\$89,515.35		\$1,700.79	\$91,216
Haggard, Dana L.	Management	\$104,524.96		\$1,985.97	\$106,511
Haggard, K S.	Finance & General Business	\$134,852.23		\$2,562.19	\$137,414
Hall, Lisa C.	Psychology	\$58,074.86	\$5,000	\$1,198.42	\$64,273
Hamm, Randall P.	Music	\$73,566.44		\$1,397.76	\$74,964
Hammerschmidt, Melinda M.	Greenwood Lab School	\$41,110.09		\$781.09	\$41,891
Hammond, Michael R.	Accounting	\$49,619.34		\$942.77	\$50,562
Hammons, David D.	Marketing	\$41,000.00		\$779.00	\$41,779
Hamwi, Georg A.	Marketing	\$118,363.98		\$2,248.92	\$120,613
Harbaugh, Adam	Mathematics	\$63,296.76		\$1,202.64	\$64,499
Harms, John B.	Sociology & Anthropology	\$84,218.91		\$1,600.16	\$85,819
Hart, James J.	West Plains Instruction	\$47,863.96		\$909.42	\$48,773
Hart, Laura B.	Sociology & Anthropology	\$54,130.00		\$1,028.47	\$55,158
Harwood, William H.	Philosophy	\$54,130.00		\$1,028.47	\$55,158
Haslam, Darryl R.	Social Work	\$67,388.27		\$1,280.38	\$68,669
Hass, Aida Y.	Criminology	\$83,685.63		\$1,590.03	\$85,276
Hatz, Kirsten A.	Kinesiology	\$45,171.30		\$858.25	\$46,030
Hausback, Jason M.	Music	\$59,938.51		\$1,138.83	\$61,077
Havlin, Tiffany S.	Social Work	\$41,808.00	\$2,500	\$841.85	\$45,150
Hays, David R.	Music	\$72,829.14		\$1,383.75	\$74,213
Hedgpeth, Kent O.	Greenwood Lab School	\$46,021.72		\$874.41	\$46,896
Heinlein, Kurt G.	Theatre & Dance	\$74,957.21		\$1,424.19	\$76,381
Heitger, Lester E.	Accounting	\$135,491.56		\$2,574.34	\$138,066
Hellman, Andrea B.	English	\$56,183.33	\$5,000	\$1,162.48	\$62,346
Hellman, Daniel S.	Music	\$57,367.05	\$6,000	\$1,203.97	\$64,571
Henry, Sara	Political Science	\$55,134.95		\$1,047.56	\$56,183
Hermans, Charles M.	Marketing	\$115,420.84		\$2,193.00	\$117,614
Herr, Christopher J.	Theatre & Dance	\$74,774.40		\$1,420.71	\$76,195
Herring, Sean C.	English	\$54,635.00		\$1,038.07	\$55,673
Herring, Tara K.	Biology	\$35,500.00		\$674.50	\$36,175
Heyboer, Jill L.	Music	\$67,506.44		\$1,282.62	\$68,789
Heywood, John S.	Biology	\$81,120.23		\$1,541.28	\$82,662
Hickey, Dennis V.	Political Science	\$98,305.37		\$1,867.80	\$100,173
High, Brian D.	Chemistry	\$45,225.84		\$859.29	\$46,085
Hill, Lindsay D.	West Plains Allied Health Division	\$52,677.62		\$1,000.87	\$53,678
Hiller, Jokima L.	Hospitality Leadership	\$71,300.00		\$1,354.70	\$72,655
Hinch, Steven W.	Reading Foundations & Technology	\$67,964.98		\$1,291.33	\$69,256
Hines, Christopher S.	Accounting	\$127,135.83	\$5,000	\$2,510.58	\$134,646
Hines, James N.	Accounting	\$46,959.00		\$892.22	\$47,851
Hobbs, Lora J.	Religious Studies	\$49,128.48		\$933.44	\$50,062
Hoegeman, Catherine H.	Sociology & Anthropology	\$53,823.97	\$5,000	\$1,117.66	\$59,942
Hoelscher, Carrisa	Communication	\$52,110.00		\$990.09	\$53,100

Hoelscher, Seth	Finance & General Business	\$126,850.00			\$2,410.15	\$129,260
Hogans, Azaria R.	Theatre & Dance	\$41,000.00			\$779.00	\$41,779
Holladay, Holly W.	Media, Journalism & Film	\$53,120.00			\$1,009.28	\$54,129
Holmer, Earl G.	English	\$41,825.17			\$794.68	\$42,620
Homburg, Andrew H.	Music	\$61,023.25			\$1,159.44	\$62,183
Hong, Hye-Jung	Music	\$58,228.58			\$1,106.34	\$59,335
Hopper, Tina-Maria	Biology	\$37,996.26			\$721.93	\$38,718
Hornsby-Gutting, Angela M.	History	\$75,908.63			\$1,442.26	\$77,351
Horton III, Leonard B.	Media, Journalism & Film	\$50,630.35		\$2,500	\$1,009.48	\$54,140
Hough, Lyon H.	Biomedical Sciences	\$60,179.90	\$1,000.00	\$5,000	\$1,257.42	\$67,437
Howard, Jason A.	Communication	\$41,000.00			\$779.00	\$41,779
Howell, Marcus J.	Art & Design	\$55,239.99			\$1,049.56	\$56,290
Howerton, Phillip	West Plains Instruction	\$57,218.58			\$1,087.15	\$58,306
Hu, Shouchuan	Mathematics	\$95,686.45			\$1,818.04	\$97,504
Huang, Shyang	Physics Astronomy & Mat Science	\$75,799.55			\$1,440.19	\$77,240
Hubbard, Kevin M.	Technology & Construction Mgmt	\$85,758.15		\$5,000	\$1,724.40	\$92,483
Huddleston, Carla J.	West Plains Allied Health Division	\$56,219.69			\$1,068.17	\$57,288
Hudson, Danae L.	Psychology	\$73,461.40			\$1,395.77	\$74,857
Hudson, Michael B.	Sports Medicine & Athletic Training	\$77,997.31			\$1,481.95	\$79,479
Hughes, Joseph J.	Modern & Classical Languages	\$74,413.83			\$1,413.86	\$75,828
Hughes, Kevin W.	Art & Design	\$58,930.53			\$1,119.68	\$60,050
Hulgus, Joseph F.	Counseling Leadership & Special Ed	\$69,389.08			\$1,318.39	\$70,707
Hulme, Amy E.	Biomedical Sciences	\$57,261.00			\$1,087.96	\$58,349
Hunter, Anne Marie B.	Biomedical Sciences	\$66,715.61			\$1,267.60	\$67,983
Hurst, Beth A.	Reading Foundations & Technology	\$85,458.18			\$1,623.71	\$87,082
Hutter, James B.	Agribusiness, Ag Ed & Comm	\$68,788.13			\$1,306.97	\$70,095
Hwang, Chin-Feng	Env Plant Science & Natural Resources	\$84,681.49			\$1,608.95	\$86,290
Iantria, Linnea A.	Geography Geology & Planning	\$51,857.50			\$985.29	\$52,843
Iman, Gary L.	Communication	\$44,378.45			\$843.19	\$45,222
Iqbal, Razib	Computer Science	\$79,329.50	\$3,000.00		\$1,564.26	\$83,894
Jackson-Brown, Grace M.	Library	\$59,153.74			\$1,123.92	\$60,278
Jamos, Abdullah M.	Communication Sciences & Disorders	\$59,146.67			\$1,123.79	\$60,270
Jamrose, Dennis J.	Marketing	\$116,750.00			\$2,218.25	\$118,968
Jean-Charles, Alex J.	Reading Foundations & Technology	\$57,261.00			\$1,087.96	\$58,349
Jean-Charles, Loretta L.	Greenwood Lab School	\$47,060.00			\$894.14	\$47,954
Jennings, Bryan C.	Art & Design	\$62,131.22			\$1,180.49	\$63,312
John, Judith A.	English	\$71,437.36			\$1,357.31	\$72,795
Johnson, David E.	Political Science	\$65,205.66			\$1,238.91	\$66,445
Johnson, Emlyn P.	Music	\$41,000.00			\$779.00	\$41,779
Johnson, Richard A.	Info Technology & Cybersecurity	\$105,267.31			\$2,000.08	\$107,267
Jolivet, Catherine J.	Art & Design	\$66,096.48			\$1,255.83	\$67,352
Jones, Adena D.	Psychology	\$60,161.72			\$1,143.07	\$61,305
Jones, Alisha K.	School of Nursing	\$60,351.60	\$2,324.20		\$1,190.84	\$63,867
Jones, Cheryl G.	Library	\$61,441.39			\$1,167.39	\$62,609
Jones, Martin P.	Technology & Construction Mgmt	\$83,157.40			\$1,579.99	\$84,737
Jones, Steven P.	Reading Foundations & Technology	\$79,098.21			\$1,502.87	\$80,601
Joswick, David S.	Technology & Construction Mgmt	\$76,555.03			\$1,454.55	\$78,010
Jutla, Rajinder S.	Geography Geology & Planning	\$72,688.75			\$1,381.09	\$74,070

Kaatz, James B.	Political Science	\$60,050.62		\$1,140.96	\$61,192
Kaf, Wafaa	Communication Sciences & Disorders	\$88,032.67	\$5,000	\$1,767.62	\$94,800
Kageyama, Yoshimasa	Hospitality Leadership	\$70,795.00	\$1,000.00	\$1,364.11	\$73,159
Kane, Thomas D.	Psychology	\$78,398.28		\$1,489.57	\$79,888
Kang, Sung-wan	Social Work	\$56,150.00		\$1,066.85	\$57,217
Kappeler, Erin J.	English	\$53,120.00		\$1,009.28	\$54,129
Karanikas, Marianthe V.	English	\$54,077.48		\$1,027.47	\$55,105
Kaufman, Daniel A.	Philosophy	\$75,044.07		\$1,425.84	\$76,470
Kaula, Radhika	Info Technology & Cybersecurity	\$41,808.00		\$794.35	\$42,602
Kaula, Rajeev	Info Technology & Cybersecurity	\$116,220.76		\$2,208.19	\$118,429
Keith, Renee S.	West Plains Instruction	\$63,636.12		\$1,209.09	\$64,845
Keller, Carl E.	Accounting	\$128,249.86		\$2,436.75	\$130,687
Kelts, Christopher M.	Music	\$54,170.40	\$5,000	\$1,124.24	\$60,295
Kemp, Paula A.	Mathematics	\$105,462.24		\$2,003.78	\$107,466
Kenny, Erin J.	Sociology & Anthropology	\$56,150.00		\$1,066.85	\$57,217
Ketter, Daniel M.	Music	\$52,110.00		\$990.09	\$53,100
Keys, Amanda M.	Social Work	\$57,261.00		\$1,087.96	\$58,349
Killion, John K.	Mathematics	\$81,001.05		\$1,539.02	\$82,540
Kilmer, Shelby J.	Mathematics	\$83,152.35		\$1,579.89	\$84,732
Kim, Junyoung	Kinesiology	\$54,130.00		\$1,028.47	\$55,158
King, Elizabeth K.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Kirkland-Ives, Mitzi K.	Art & Design	\$57,921.36	\$6,000	\$1,214.51	\$65,136
Kissoon-Charles, La Toya	Biology	\$57,160.00		\$1,086.04	\$58,246
Kitheka, Bernard M.	Kinesiology	\$55,645.00		\$1,057.26	\$56,702
Kleeschulte, Melanie	Modern & Classical Languages	\$43,525.00		\$826.98	\$44,352
Koch, Philippa	Religious Studies	\$55,140.00		\$1,047.66	\$56,188
Koerber, Robin L.	Childhood Education & Family Studies	\$43,020.00		\$817.38	\$43,837
Koo, Pedro G.	Modern & Classical Languages	\$62,659.45		\$1,190.53	\$63,850
Korang-Okrah, Rose	Social Work	\$57,261.00		\$1,087.96	\$58,349
Koroglu, Didem	Communication	\$43,525.00		\$826.98	\$44,352
Kostic, Bogdan N.	Psychology	\$53,802.76	\$5,000	\$1,117.25	\$59,920
Kostovic, Cedomir	Art & Design	\$85,993.48		\$1,633.88	\$87,627
Kovacs, Laszlo G.	Biology	\$85,408.69		\$1,622.77	\$87,031
Kuiper, Matthew	Religious Studies	\$56,150.00		\$1,066.85	\$57,217
Kyle, Jerri L.	Communication	\$42,869.51		\$814.52	\$43,684
La Monica, Michael B.	Kinesiology	\$55,140.00		\$1,047.66	\$56,188
LaBarr, Cameron F.	Music	\$59,135.56		\$1,123.58	\$60,259
Lamouria, Lanya M.	English	\$61,217.17		\$1,163.13	\$62,380
Lancaster, Phillip	Animal Science	\$65,502.60		\$1,244.55	\$66,747
Lancaster, Sarah	Env Plant Science & Natural Resources	\$65,502.60		\$1,244.55	\$66,747
LaPreze, Melody B.	Management	\$90,368.80		\$1,717.01	\$92,086
Larkin, Kathleen O.	Finance & General Business	\$47,793.26		\$908.07	\$48,701
Larson, Deborah L.	Media, Journalism & Film	\$62,006.99		\$1,178.13	\$63,185
Leamy, Diane M.	Criminology	\$49,060.81		\$932.16	\$49,993
Leasure, Stanley	Finance & General Business	\$99,626.46		\$1,892.90	\$101,519
Lee, Kewman	Reading Foundations & Technology	\$56,150.00		\$1,066.85	\$57,217
Leinweber, Ashley	Political Science	\$62,110.01		\$1,180.09	\$63,290
Lewis, Kayla D.	Reading Foundations & Technology	\$57,261.00		\$1,087.96	\$58,349

Lewis, Robert T.	Media, Journalism & Film	\$53,120.00		\$1,009.28	\$54,129
Li, LinDa	Marketing	\$116,750.00		\$2,218.25	\$118,968
Liang, Yating	Kinesiology	\$74,227.99		\$1,410.33	\$75,638
Ligon, Day B.	Biology	\$62,403.92	\$6,000	\$1,299.67	\$69,704
Liu, Hui	Computer Science	\$85,380.41	\$2,000.00	\$1,660.23	\$89,041
Liu, Siming	Computer Science	\$80,000.00		\$1,520.00	\$81,520
Livers, Stefanie D.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Llewellyn, John E.	Religious Studies	\$80,339.50		\$1,526.45	\$81,866
Lockenvitz, Sarah	Communication Sciences & Disorders	\$58,271.00		\$1,107.15	\$59,378
Lombilla, Luis F.	Modern & Classical Languages	\$44,898.60		\$853.07	\$45,752
Long, Jessica L.	Management	\$43,020.00		\$817.38	\$43,837
Lowenthal-Hershey, Jennifer M.	Info Technology & Cybersecurity	\$43,020.00		\$817.38	\$43,837
Luo, Jun	Geography Geology & Planning	\$69,050.73		\$1,311.96	\$70,363
Lupfer, Christopher	Biology	\$57,261.00		\$1,087.96	\$58,349
Lyman, Sean M.	Art & Design	\$61,478.76		\$1,168.10	\$62,647
Mabee, Jonathan	Media, Journalism & Film	\$53,120.00		\$1,009.28	\$54,129
Macgregor, Cynthia J.	Counseling Leadership & Special Ed	\$76,132.85		\$1,446.52	\$77,579
Madden, Etta M.	English	\$78,509.91		\$1,491.69	\$80,002
Maddox, Robert P.	Counseling Leadership & Special Ed	\$57,261.00		\$1,087.96	\$58,349
Maher, Sean P.	Biology	\$56,707.52		\$1,077.44	\$57,785
Maimone, Luciane L.	Modern & Classical Languages	\$53,120.00		\$1,009.28	\$54,129
Malega, Ronald W.	Geography Geology & Planning	\$60,102.13	\$5,000	\$1,236.94	\$66,339
Mantie-Kozlowski, Alana R.	Communication Sciences & Disorders	\$68,956.80		\$1,310.18	\$70,267
Maples, Carol J.	Theatre & Dance	\$66,505.53		\$1,263.61	\$67,769
Margavio, Geanie W.	Accounting	\$107,873.11		\$2,049.59	\$109,923
Margavio, Thomas M.	Info Technology & Cybersecurity	\$102,114.09		\$1,940.17	\$104,054
Martin, Jill R.	Greenwood Lab School	\$47,594.29		\$904.29	\$48,499
Martin, Judith E.	Modern & Classical Languages	\$67,967.87		\$1,291.39	\$69,259
Martinez, Blanca J.	Modern & Classical Languages	\$54,029.00		\$1,026.55	\$55,056
Masterson, Gerald	Kinesiology	\$84,182.55		\$1,599.47	\$85,782
Mathew, George	Mathematics	\$84,350.21		\$1,602.65	\$85,953
Matthews, James C.	Counseling Leadership & Special Ed	\$45,312.70		\$860.94	\$46,174
Mays, Larry W.	Kinesiology	\$42,549.34		\$808.44	\$43,358
Mbanga, Cedric Tresor	Finance & General Business	\$126,850.00		\$2,410.15	\$129,260
McClain, William E.	Env Plant Science & Natural Resources	\$65,502.60		\$1,244.55	\$66,747
McCollow, Jason	West Plains Instruction	\$42,220.08		\$802.18	\$43,022
McIntyre, Stephen L.	History	\$71,831.26		\$1,364.79	\$73,196
McKay, Matthew P.	Geography Geology & Planning	\$57,160.00	\$1,500.00	\$1,114.54	\$59,775
McLean, Annice H.	Reading Foundations & Technology	\$47,573.08		\$903.89	\$48,477
McMeley, Cynthia A.	Childhood Education & Family Studies	\$44,690.54		\$849.12	\$45,540
Meadows, William C.	Sociology & Anthropology	\$70,320.30	\$2,000.00	\$1,374.09	\$73,694
Meek, Russell K.	Finance & General Business	\$47,793.26		\$908.07	\$48,701
Meints, Gary A.	Chemistry	\$62,278.68		\$1,183.29	\$63,462
Mellors, Sarah C.	History	\$57,160.00		\$1,086.04	\$58,246
Merrigan, Michael W.	Management	\$87,461.01	\$5,000	\$1,756.76	\$94,218
Messerly, Dana M.	School of Nursing	\$71,300.00		\$1,354.70	\$72,655
Metcalf, Holly V.	Communication Sciences & Disorders	\$44,898.60		\$853.07	\$45,752
Metzker, Helena P.	Chemistry	\$37,306.43		\$708.82	\$38,015

Meyer, James A.	Childhood Education & Family Studies	\$70,888.93		\$1,346.89	\$72,236
Meyer, Judith L.	Geography Geology & Planning	\$70,838.43		\$1,345.93	\$72,184
Miao, Xin	Geography Geology & Planning	\$69,324.44		\$1,317.16	\$70,642
Michelfelder, Gary	Geography Geology & Planning	\$58,561.88	\$5,000	\$1,207.68	\$64,770
Mickus, Kevin L.	Geography Geology & Planning	\$91,537.00		\$1,739.20	\$93,276
Millana, Jocelyn B.	Media, Journalism & Film	\$53,120.00		\$1,009.28	\$54,129
Miller, Carol J.	Finance & General Business	\$120,771.82		\$2,294.66	\$123,066
Miller, F T.	History	\$75,260.21		\$1,429.94	\$76,690
Mirza, Babur S.	Biology	\$59,685.00		\$1,134.02	\$60,819
Mitchell, David M.	Economics	\$89,645.64		\$1,703.27	\$91,349
Mitra, Mahua B.	Economics	\$93,202.86		\$1,770.85	\$94,974
Mitra, Saibal	Physics Astronomy & Mat Science	\$78,526.55		\$1,492.00	\$80,019
Moore, Maia N.	Counseling Leadership & Special Ed	\$56,150.00		\$1,066.85	\$57,217
Morgan, Michelle M.	History	\$46,598.41		\$885.37	\$47,484
Morris, Eric R.	Communication	\$66,662.08		\$1,266.58	\$67,929
Morris, Taleyna M.	Communication	\$41,842.34		\$795.00	\$42,637
Morrison, Kathleen B.	West Plains Instruction	\$70,151.63		\$1,332.88	\$71,485
Morrison, Martin T.	Music	\$41,857.49		\$795.29	\$42,653
Moser, Linda T.	English	\$68,580.07		\$1,303.02	\$69,883
Mowrey, Sascha C.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Muchnick, Amy F.	Music	\$65,843.98		\$1,251.04	\$67,095
Mueller, Stephen L.	Management	\$116,750.00		\$2,218.25	\$118,968
Murray, Michael F.	Music	\$70,191.02		\$1,333.63	\$71,525
Murray, Sarah E.	Biomedical Sciences	\$46,462.08		\$882.78	\$47,345
Murvin, Jennifer L.	English	\$42,642.26		\$810.20	\$43,452
Naegle Jr, J Conrad	Accounting	\$131,900.00		\$2,506.10	\$134,406
Neely, Jeremy C.	History	\$57,160.00		\$1,086.04	\$58,246
Neff, Carla D.	West Plains Allied Health Division	\$41,000.00		\$779.00	\$41,779
Nelson, Eric W.	History	\$80,688.96		\$1,533.09	\$82,222
Nelson, Jacob A.	Technology & Construction Mgmt	\$72,714.00		\$1,381.57	\$74,096
Nelson, Walt A.	Finance & General Business	\$99,302.25		\$1,886.74	\$101,189
Newman, Jonathan M.	English	\$53,120.00		\$1,009.28	\$54,129
Newman, Mary C.	Psychology	\$63,569.46		\$1,207.82	\$64,777
Nixon, Sarah B.	Reading Foundations & Technology	\$70,596.03		\$1,341.32	\$71,937
Northrip-Rivera, Angelia M.	English	\$42,299.87		\$803.70	\$43,104
Novik, Melinda G.	Kinesiology	\$63,220.00		\$1,201.18	\$64,421
Novotny, Daniela	Biomedical Sciences	\$43,179.58		\$820.41	\$44,000
Nugent, Pauline	Modern & Classical Languages	\$74,547.15		\$1,416.40	\$75,964
Obafemi-Ajayi, Tayo	Cooperative Engineering Program	\$74,835.00		\$1,421.87	\$76,257
Oden, Debra H.	Accounting	\$115,947.05		\$2,202.99	\$118,150
Olsen, Reed N.	Economics	\$95,134.99		\$1,807.56	\$96,943
Ondetti, Gabriel A.	Political Science	\$63,807.58		\$1,212.34	\$65,020
Ongaga, Kennedy O.	Counseling Leadership & Special Ed	\$61,200.00		\$1,162.80	\$62,363
Onyango, Benjamin M.	Agribusiness, Ag Ed & Comm	\$74,283.54		\$1,411.39	\$75,695
Oyenyi, Bukola	History	\$55,953.05	\$5,000	\$1,158.11	\$62,111
Pace, Glenn R.	Management	\$49,026.47		\$931.50	\$49,958
Paddock, Joel W.	Political Science	\$86,259.11		\$1,638.92	\$87,898
Palacios-Valladares, Indira	Political Science	\$54,888.51	\$5,000	\$1,137.88	\$61,026

Paliunias, Dana C.	Psychology	\$54,130.00		\$1,028.47	\$55,158
Panzer, Sarah J.	History	\$55,140.00		\$1,047.66	\$56,188
Parsons, James	Music	\$79,829.45		\$1,516.76	\$81,346
Patterson, Kathryn A.	School of Nursing	\$68,453.82	\$927.71	\$1,318.25	\$70,700
Patterson, Paula K.	Music	\$57,067.08		\$1,084.27	\$58,151
Patterson, Robert S.	Physics Astronomy & Mat Science	\$84,563.32		\$1,606.70	\$86,170
Patton, Marciann	Technology & Construction Mgmt	\$49,560.76		\$941.65	\$50,502
Pavlowsky, Robert T.	Geography Geology & Planning	\$94,622.00		\$1,797.82	\$96,420
Paxton, Mark A.	Media, Journalism & Film	\$74,304.75		\$1,411.79	\$75,717
Payne, Ashley N.	Psychology	\$43,020.00		\$817.38	\$43,837
Payne, Richard T.	Music	\$61,559.56		\$1,169.63	\$62,729
Pearman, Cathy J.	Reading Foundations & Technology	\$85,551.10		\$1,625.47	\$87,177
Perkins, David R.	Geography Geology & Planning	\$58,170.00		\$1,105.23	\$59,275
Pervukhin, Eric	Art & Design	\$82,828.14		\$1,573.73	\$84,402
Peters, Grant S.	Music	\$77,580.18		\$1,474.02	\$79,054
Peterson, Dane K.	Info Technology & Cybersecurity	\$92,842.29		\$1,764.00	\$94,606
Peterson, Lori T.	Management	\$116,750.00		\$2,218.25	\$118,968
Pfeil, Timothy M.	Greenwood Lab School	\$40,773.76		\$774.70	\$41,548
Pham, Courtney T.	Marketing	\$45,116.76		\$857.22	\$45,974
Phillips, Gary L.	West Plains Instruction	\$60,292.01		\$1,145.55	\$61,438
Philpot, James D.	Finance & General Business	\$125,452.16		\$2,383.59	\$127,836
Piccolo, Diana L.	Childhood Education & Family Studies	\$62,509.97		\$1,187.69	\$63,698
Pierson, Carly C.	Marketing	\$41,808.00		\$794.35	\$42,602
Pierson, Matthew C.	Cooperative Engineering Program	\$81,005.09		\$1,539.10	\$82,544
Pinnon, Alex D.	West Plains Instruction	\$38,980.00		\$740.62	\$39,721
Pippa, Cristina M.	Media, Journalism & Film	\$41,000.00		\$779.00	\$41,779
Plisco, Erin E.	Music	\$52,110.00		\$990.09	\$53,100
Poulette, Jacob C.	West Plains Instruction	\$46,243.92		\$878.63	\$47,123
Powell, Sara M.	Kinesiology	\$55,140.00		\$1,047.66	\$56,188
Prakash, Puneet	Finance & General Business	\$131,900.00		\$2,506.10	\$134,406
Prescott, John S.	Music	\$85,496.56		\$1,624.43	\$87,121
Price, Debra A.	Childhood Education & Family Studies	\$43,598.73		\$828.38	\$44,427
Priest, Frank A.	West Plains Instruction	\$56,453.00		\$1,072.61	\$57,526
Pulley, Kathy J.	Religious Studies	\$107,528.70		\$2,043.05	\$109,572
Pulleyking, Micki A.	Religious Studies	\$50,159.69		\$953.03	\$51,113
Putman, Mark A.	Theatre & Dance	\$58,436.64		\$1,110.30	\$59,547
Putzu, Vadim	Religious Studies	\$53,037.18		\$1,007.71	\$54,045
Pybas, Kevin M.	Political Science	\$62,813.98		\$1,193.47	\$64,007
Qiao, Yuhua	Political Science	\$75,118.81		\$1,427.26	\$76,546
Qiu, Wenping	Env Plant Science & Natural Resources	\$84,073.47		\$1,597.40	\$85,671
Quinn, Nathaniel E.	Counseling Leadership & Special Ed	\$51,026.27		\$969.50	\$51,996
Rabon, John S.	Economics	\$46,220.69	\$2,000.00	\$916.19	\$49,137
Ragan, Gay A.	Mathematics	\$72,237.28		\$1,372.51	\$73,610
Ramos, Duany C.	Greenwood Lab School	\$37,306.43		\$708.82	\$38,015
Rast, Rebecca L.	Marketing	\$116,750.00		\$2,218.25	\$118,968
Ravenscraft, Julia K.	Accounting	\$42,549.34		\$808.44	\$43,358
Rector, Paula K.	Criminology	\$48,646.71		\$924.29	\$49,571
Redd, Emmett R.	Physics Astronomy & Mat Science	\$81,858.54		\$1,555.31	\$83,414

Reed, Michael D.	Physics Astronomy & Mat Science	\$83,507.87		\$1,586.65	\$85,095
Reid, Leslie F.	Mathematics	\$95,925.82		\$1,822.59	\$97,748
Reinis, Austra	Religious Studies	\$68,964.88		\$1,310.33	\$70,275
Remley, Melissa A.	Env Plant Science & Natural Resources	\$64,468.36	\$5,000	\$1,319.90	\$70,788
Richter, Mark M.	Chemistry	\$88,332.64		\$1,678.32	\$90,011
Rico, Cyren M.	Chemistry	\$57,665.00		\$1,095.64	\$58,761
Rimal, Arbindra	Agribusiness, Ag Ed & Comm	\$94,098.73		\$1,787.88	\$95,887
Roam, Kimberly J.	Childhood Education & Family Studies	\$44,052.22	\$2,500	\$884.49	\$47,437
Roberts, Hillary L.	Biomedical Sciences	\$59,180.00		\$1,124.42	\$60,304
Roberts, Jenifer J.	Merchandising and Fashion Design	\$61,335.34		\$1,165.37	\$62,501
Roberts, Tuesda S.	Reading Foundations & Technology	\$56,150.00		\$1,066.85	\$57,217
Robinson, Melinda	Theatre & Dance	\$45,704.58		\$868.39	\$46,573
Rodriguez de la Vega, Vanessa	Modern & Classical Languages	\$56,230.80		\$1,068.39	\$57,299
Rogers, Lori E.	English	\$42,499.85		\$807.50	\$43,307
Rogers, Mark W.	Mathematics	\$75,763.19	\$2,500.00	\$1,487.00	\$79,750
Romano, David	Political Science	\$80,186.02		\$1,523.53	\$81,710
Rongali, Sharath	West Plains Instruction	\$44,722.86		\$849.73	\$45,573
Rost, Ann D.	Psychology	\$71,399.99	\$1,000.00	\$1,375.60	\$73,776
Rothschild, Philip C.	Management	\$96,730.79		\$1,837.89	\$98,569
Rovey, Charles W.	Geography Geology & Planning	\$78,674.01		\$1,494.81	\$80,169
Rowe, Roberta A.	Communication	\$44,106.76		\$838.03	\$44,945
Rugutt, Joseph	West Plains Instruction	\$58,189.19	\$6,000	\$1,219.59	\$65,409
Russell, Dasha L.	West Plains Instruction	\$41,654.48		\$791.44	\$42,446
Russell, Regina M.	Social Work	\$46,987.28		\$892.76	\$47,880
Sakidja, Ridwan	Physics Astronomy & Mat Science	\$73,320.00	\$6,000	\$1,507.08	\$80,827
Salinas, Patti J.	Criminology	\$93,318.00		\$1,773.04	\$95,091
Samuelson, Steven W.	Info Technology & Cybersecurity	\$46,050.00		\$874.95	\$46,925
Saquer, Jamil M.	Computer Science	\$89,853.70		\$1,707.22	\$91,561
Satterfield, Michelle A.	Childhood Education & Family Studies	\$51,100.00		\$970.90	\$52,071
Sauer, Aaron D.	Technology & Construction Mgmt	\$86,450.00		\$1,642.55	\$88,093
Saunders, Georgianna L.	Biology	\$64,923.87		\$1,233.55	\$66,157
Saxon, Caryn E.	Criminology	\$46,962.03		\$892.28	\$47,854
Schaefer, Allen D.	Marketing	\$115,962.20		\$2,203.28	\$118,165
Schaefer, Weirong Y.	Modern & Classical Languages	\$45,178.37		\$858.39	\$46,037
Schick, G A.	Chemistry	\$101,830.28		\$1,934.78	\$103,765
Schmalzbauer, John A.	Religious Studies	\$80,961.66	\$6,000	\$1,652.27	\$88,614
Schmelzle, George D.	Accounting	\$123,615.98		\$2,348.70	\$125,965
Schotthofer, Melissa J.	Childhood Education & Family Studies	\$46,905.47		\$891.20	\$47,797
Scott, Patrick G.	Political Science	\$82,183.76		\$1,561.49	\$83,745
Scott, Shari L.	Counseling Leadership & Special Ed	\$43,868.40		\$833.50	\$44,702
Scott, Vicky L.	Music	\$41,000.00		\$779.00	\$41,779
Scroggins, Wesley A.	Management	\$106,105.61		\$2,016.01	\$108,122
Seawright, Leslie E.	English	\$53,120.00		\$1,009.28	\$54,129
Sedaghat-Herati, Reza	Chemistry	\$88,275.07		\$1,677.23	\$89,952
Sells, Patrick R.	Info Technology & Cybersecurity	\$43,488.64		\$826.28	\$44,315
Senger, Steven	Mathematics	\$58,203.33		\$1,105.86	\$59,309
Seo, Jin A.	Art & Design	\$52,110.00		\$990.09	\$53,100
Setzer, Shelby M.	Greenwood Lab School	\$37,306.43		\$708.82	\$38,015

Sexton, Randall S.	Info Technology & Cybersecurity	\$119,908.27		\$2,278.26	\$122,187
Shade, Maria L.	School of Nursing	\$60,190.00	\$2,405.00	\$1,189.31	\$63,784
Shah, Kishor	Mathematics	\$81,448.48		\$1,547.52	\$82,996
Shain, Ralph E.	Philosophy	\$59,272.98		\$1,126.19	\$60,399
Shand-Hawkins, Carolyn H.	Mathematics	\$39,433.49		\$749.24	\$40,183
Shao, Feibo	Management	\$116,750.00		\$2,218.25	\$118,968
Shea, Harry D.	Mathematics	\$42,331.18		\$804.29	\$43,135
Shepard, Jason A.	Sociology & Anthropology	\$41,739.32		\$793.05	\$42,532
Sherman-Wilkins, Kyler	Sociology & Anthropology	\$56,150.00		\$1,066.85	\$57,217
Sherrill, Donna N.	Mathematics	\$42,115.04		\$800.19	\$42,915
Shi, Yili	English	\$72,576.98		\$1,378.96	\$73,956
Shin, Soo I.	Info Technology & Cybersecurity	\$121,800.00		\$2,314.20	\$124,114
Shirley, Corinne E.	Modern & Classical Languages	\$44,898.60		\$853.07	\$45,752
Shoptaugh, Carol F.	Psychology	\$93,829.06		\$1,782.75	\$95,612
Shoumikhin, Andrei Y.	Defense and Strategic Studies	\$89,198.21		\$1,694.77	\$90,893
Siebert, Matthew	Chemistry	\$64,130.01		\$1,218.47	\$65,348
Simmers, Christina S.	Marketing	\$123,668.50		\$2,349.70	\$126,018
Simmons, Daniel	Communication	\$54,170.40	\$5,000	\$1,124.24	\$60,295
Skiba, Jenifer	Marketing	\$116,750.00		\$2,218.25	\$118,968
Skibiski, Barbara J.	School of Anesthesia	\$99,075.00	\$6,600.00	\$2,007.83	\$107,683
Smith, Brenda M.	West Plains Instruction	\$46,271.19		\$879.15	\$47,150
Smith, Cara L.	Childhood Education & Family Studies	\$46,905.47		\$891.20	\$47,797
Smith, Joshua J.	Biomedical Sciences	\$65,597.54		\$1,246.35	\$66,844
Smith, Lloyd A.	Computer Science	\$92,635.24		\$1,760.07	\$94,395
Sobel, Elizabeth A.	Sociology & Anthropology	\$65,777.32		\$1,249.77	\$67,027
Sottile, James	Counseling Leadership & Special Ed	\$82,032.26		\$1,558.61	\$83,591
Spates, Stephen	Communication	\$52,110.00		\$990.09	\$53,100
Stafford, Gary L.	Mathematics	\$43,585.60		\$828.13	\$44,414
Stalnaker, Jo L.	Info Technology & Cybersecurity	\$41,808.00		\$794.35	\$42,602
Stanbrough, CaSandra L.	Psychology	\$54,130.00		\$1,028.47	\$55,158
Stanojevic, Vera B.	Mathematics	\$86,161.14		\$1,637.06	\$87,798
Stanton, Rhonda J.	English	\$55,953.05	\$5,000	\$1,158.11	\$62,111
Starr, Cathy L.	Merchandising and Fashion Design	\$67,836.71		\$1,288.90	\$69,126
Steinle, Erich D.	Chemistry	\$63,166.47		\$1,200.16	\$64,367
Stormer, Kimberly J.	Reading Foundations & Technology	\$56,150.00		\$1,066.85	\$57,217
Storochuk, Allison M.	Music	\$64,377.46		\$1,223.17	\$65,601
Strong, John T.	Religious Studies	\$74,489.58		\$1,415.30	\$75,905
Stulce, Tara J.	Biomedical Sciences	\$41,808.00		\$794.35	\$42,602
Su, Wei-Han	Music	\$65,981.34		\$1,253.65	\$67,235
Su, Yingcai	Mathematics	\$80,463.73	\$1,000.00	\$1,547.81	\$83,012
Sukovaty, Lacy D.	Animal Science	\$60,351.60		\$1,146.68	\$61,498
Sullivan, Patrick	Mathematics	\$60,321.30		\$1,146.10	\$61,467
Sun, Linda R.	Mathematics	\$39,011.31		\$741.21	\$39,753
Sun, Xingping	Mathematics	\$86,152.05		\$1,636.89	\$87,789
Suttmoeller, Michael	Criminology	\$65,621.78	\$5,000	\$1,341.81	\$71,964
Sutton, Victoria L.	Greenwood Lab School	\$45,225.84		\$859.29	\$46,085
Swearingen, Rebecca	Reading Foundations & Technology	\$77,337.78		\$1,469.42	\$78,807
Swidey, Edward S.	Theatre & Dance	\$45,040.00		\$855.76	\$45,896

Tapis, Gregory	Accounting	\$131,900.00		\$2,506.10	\$134,406
Tapis, Kanu Priya	Management	\$116,750.00		\$2,218.25	\$118,968
Tassin, Kerri L.	Accounting	\$123,015.03		\$2,337.29	\$125,352
Taylor, Darren S.	Greenwood Lab School	\$45,653.07		\$867.41	\$46,520
Templer Rodrigues, Abby I.	Sociology & Anthropology	\$56,150.00		\$1,066.85	\$57,217
Test, Joan E.	Childhood Education & Family Studies	\$70,477.86		\$1,339.08	\$71,817
Thakur, Rajiv R.	West Plains Instruction	\$46,099.49		\$875.89	\$46,975
Thambusamy, Ravi	Info Technology & Cybersecurity	\$121,800.00		\$2,314.20	\$124,114
Thomas, Steven L.	Management	\$108,971.99		\$2,070.47	\$111,042
Thomas, Suneeta	English	\$53,120.00		\$1,009.28	\$54,129
Thomas-Tate, Shurita	Communication Sciences & Disorders	\$68,777.02		\$1,306.76	\$70,084
Thompson, Chris A.	Music	\$64,970.33		\$1,234.44	\$66,205
Thompson, Kip R	CHHS-Master of Public Health	\$60,866.70		\$1,156.47	\$62,023
Thornton, Kristen E.	Accounting	\$46,050.00		\$874.95	\$46,925
Timson, Benjamin F.	Biomedical Sciences	\$83,474.54		\$1,586.02	\$85,061
Tinsley, Tonia E.	Modern & Classical Languages	\$61,280.80		\$1,164.34	\$62,445
Tipton, Sara L.	Childhood Education & Family Studies	\$51,100.00		\$970.90	\$52,071
Tomasi, Thomas E.	Biology	\$94,986.92		\$1,804.75	\$96,792
Towell, Jay	West Plains Instruction	\$44,039.09		\$836.74	\$44,876
Trick, Abel J.	West Plains Instruction	\$46,245.94		\$878.67	\$47,125
Tripi, Anna M.	Mathematics	\$37,970.00		\$721.43	\$38,691
Troche, Julia D.	History	\$55,140.00		\$1,047.66	\$56,188
Tsai, Henry	Biomedical Sciences	\$56,150.00		\$1,066.85	\$57,217
Turner, John R.	English	\$46,902.44		\$891.15	\$47,794
Turner, Jon S.	Counseling Leadership & Special Ed	\$58,281.10		\$1,107.34	\$59,388
Tuttle, Alisha J.	School of Nursing	\$60,190.00	\$2,405.00	\$1,189.31	\$63,784
Twibell, Andrew D.	Media, Journalism & Film	\$54,170.40		\$1,029.24	\$55,200
Udan, Ryan	Biology	\$56,707.52		\$1,077.44	\$57,785
Ulbricht, Randi J.	Biomedical Sciences	\$56,150.00		\$1,066.85	\$57,217
Uribe-Zarain, Ximena	Counseling Leadership & Special Ed	\$57,261.00		\$1,087.96	\$58,349
Van Landuyt, Cathryn A.	Info Technology & Cybersecurity	\$44,929.91		\$853.67	\$45,784
Van Ornum, Kimberly J.	Mathematics	\$41,048.48		\$779.92	\$41,828
Visio, Michelle E.	Psychology	\$71,399.99		\$1,356.60	\$72,757
Vu, Duat	Art & Design	\$59,231.51		\$1,125.40	\$60,357
Wade, Lisa M.	West Plains Allied Health Division	\$55,615.71		\$1,056.70	\$56,672
Wait, D A.	Biology	\$76,259.10		\$1,448.92	\$77,708
Walker, Alicia M.	Sociology & Anthropology	\$56,230.80		\$1,068.39	\$57,299
Walker, Elizabeth L.	Animal Science	\$68,588.15	\$6,000	\$1,417.17	\$76,005
Walker, Ruth V.	Psychology	\$54,130.00		\$1,028.47	\$55,158
Walker-Pacheco, Suzanne E.	Sociology & Anthropology	\$72,818.03		\$1,383.54	\$74,202
Wallace, J D.	Modern & Classical Languages	\$41,842.34		\$795.00	\$42,637
Walstrand, Gwen D.	Art & Design	\$71,019.22		\$1,349.37	\$72,369
Walters, Heather L.	Communication	\$44,496.62		\$845.44	\$45,342
Wanekaya, Adam	Chemistry	\$80,230.42		\$1,524.38	\$81,755
Wang, Fei	Chemistry	\$57,261.00		\$1,087.96	\$58,349
Wang, Jianjie	Biomedical Sciences	\$64,447.15		\$1,224.50	\$65,672
Wang, Siyu	Economics	\$76,350.00		\$1,450.65	\$77,801
Wang, Weiyan	Media, Journalism & Film	\$60,950.53		\$1,158.06	\$62,109

Wang, Yang	Computer Science	\$89,528.48		\$1,701.04	\$91,230
Ward, V J.	Reading Foundations & Technology	\$48,496.22		\$921.43	\$49,418
Watson, Margaret K.	Sociology & Anthropology	\$55,140.00		\$1,047.66	\$56,188
Weaver, Margaret E.	English	\$73,840.15		\$1,402.96	\$75,243
Webb, Gary W.	Animal Science	\$89,037.62		\$1,691.71	\$90,729
Wehrman, Erin C.	Communication	\$52,110.00		\$990.09	\$53,100
West, Nicole M.	Counseling Leadership & Special Ed	\$56,150.00		\$1,066.85	\$57,217
Westenberg, Robert W.	Theatre & Dance	\$81,400.00		\$1,546.60	\$82,947
Wheeler, Benjamin	West Plains Instruction	\$44,898.60		\$853.07	\$45,752
Whipple, Tanya L.	Psychology	\$48,277.05		\$917.26	\$49,194
Whisenhunt, Brooke L.	Psychology	\$74,246.17		\$1,410.68	\$75,657
White, David J.	West Plains Instruction	\$57,657.93		\$1,095.50	\$58,753
White, Timothy R.	Media, Journalism & Film	\$61,712.07		\$1,172.53	\$62,885
White, Wajeana G.	Hospitality Leadership	\$45,040.00		\$855.76	\$45,896
Wickham, Cameron G.	Mathematics	\$85,079.43		\$1,616.51	\$86,696
Wiechert, Raegan N.	Library	\$40,382.89		\$767.27	\$41,150
Wiggin, Sarah J.	Theatre & Dance	\$58,962.85		\$1,120.29	\$60,083
Wilcoxon, Sarah	Theatre & Dance	\$56,049.00		\$1,064.93	\$57,114
Willey, Marc S.	Occupational Therapy	\$79,380.00		\$1,508.22	\$80,888
Williams, Joseph P.	Biomedical Sciences	\$48,496.22		\$921.43	\$49,418
Williams, Sarah K.	Art & Design	\$59,938.51		\$1,138.83	\$61,077
Willis, Steven C.	Art & Design	\$71,163.65		\$1,352.11	\$72,516
Wilson, Daniel J.	Kinesiology	\$75,963.17		\$1,443.30	\$77,406
Winstead, Cynthia J.	Theatre & Dance	\$72,745.31		\$1,382.16	\$74,127
Witte, Hugh D.	Finance & General Business	\$127,094.42		\$2,414.79	\$129,509
Wood, Gina M.	Childhood Education & Family Studies	\$47,816.49		\$908.51	\$48,725
Woodard, Rebecca J.	Kinesiology	\$77,963.98		\$1,481.32	\$79,445
Wooden, Shannon R.	English	\$66,624.71		\$1,265.87	\$67,891
Worman, Frederick S.	Sociology & Anthropology	\$56,908.51	\$5,000	\$1,176.26	\$63,085
Wright, Christine J.	Childhood Education & Family Studies	\$56,150.00		\$1,066.85	\$57,217
Wright, Matthew E.	Mathematics	\$62,515.02		\$1,187.79	\$63,703
Wroblewski, Mary K.	History	\$57,160.00		\$1,086.04	\$58,246
Wulff-Risner, Linda J.	West Plains Instruction	\$52,355.43		\$994.75	\$53,350
Yadon, Carly A.	Psychology	\$61,112.13		\$1,161.13	\$62,273
Yan, Chen	Info Technology & Cybersecurity	\$41,000.00		\$779.00	\$41,779
Yang, Zhiguo	Info Technology & Cybersecurity	\$119,073.00		\$2,262.39	\$121,335
Yarckow-Brown, Ivy V.	Criminology	\$47,092.32		\$894.75	\$47,987
Yoshimatsu, Keiichi	Chemistry	\$58,291.20		\$1,107.53	\$59,399
Zalewska-Duszek, Iwona	Art & Design	\$46,434.81		\$882.26	\$47,317
Zhang, Ying J.	Finance & General Business	\$127,094.42		\$2,414.79	\$129,509
Zheng, Songfeng	Mathematics	\$62,515.02	\$6,000	\$1,301.79	\$69,817
Zhou, Fan	Mathematics	\$41,000.00		\$779.00	\$41,779
Zimmerman, David M.	Psychology	\$52,759.43	\$5,000	\$1,097.43	\$58,857
Zimmerman, Scott D.	Biomedical Sciences	\$71,766.62		\$1,363.57	\$73,130

Vote: _____ Yea
 _____ Nay

MISSOURI STATE UNIVERSITY

III.F.6.

BE IT RESOLVED by the Board of Governors for Missouri State University that the salary adjustments indicated for Nonacademic employees, as itemized below, are effective August 1, 2019.

Professional Staff

<u>Name</u>	<u>Department</u>	<u>Current Salary</u>	<u>Adj to New Min</u>	<u>Equity</u>	<u>ATB Adjustment</u>	<u>New Salary</u>
Bentley, Kunti D.	Title IX Office	\$33,528.00			\$637.03	\$34,165
Knowles, Amy E.	English	\$37,834.66			\$718.86	\$38,554
Jordan, Linda S.	English	\$38,379.05			\$729.20	\$39,108
Stevens, Darcy W.	Music	\$46,147.97			\$876.81	\$47,025
Hulett, Michelle J.	College of Business	\$54,545.11			\$1,036.36	\$55,581
Scott, Matthew R.	COE-Education Advisement	\$35,546.00			\$675.37	\$36,221
Snodgrass, Ronald E.	Greenwood Lab School	\$57,261.00			\$1,087.96	\$58,349
Dalton, Benjamin D.	Biology	\$31,219.16			\$593.16	\$31,812
Thomas, Stephanie R.	Cooperative Engineering Program	\$38,913.34			\$739.35	\$39,653
Henke, Jane A.	Counseling Center	\$36,791.33			\$699.04	\$37,490
Greiner, Douglas E.	Counseling Center	\$38,475.00			\$731.03	\$39,206

Vote: _____ Yea
 _____ Nay

III.F.7.

RECOMMENDED ACTION – Approval of FY20 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 2019-2020 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)

Mr. Kyle Moats
Director of Athletics

Membership – Twin Oaks Country Club

West Plains Campus – Shared Membership

Ms. Heather Kamps
Director Development-WP

West Plains Country Club (Restaurant use only)

Ms. Cheryl Caldwell
Director of University Communications-WP

West Plains Country Club (Restaurant use only)

Dr. Dennis Lancaster
Dean of Academic Affairs-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. Scott Schneider
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. Christopher Popp
Head Basketball Coach-WP

West Plains Country Club (Restaurant use only)

IV.B.1.

RECOMMENDED ACTION – Proposed Revisions to the Faculty Handbook

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

WHEREAS, the Faculty Handbook Revision Committee has completed its Septennial Review of the Faculty Handbook and proposed revisions as set forth in the attached Exhibit A; and

WHEREAS, the Faculty Senate and reviewed and approved these revisions.

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

VOTE: **AYE** _____

NAY _____

EXECUTIVE SUMMARY:

The proposed changes to the Faculty Handbook are designed to clarify when faculty obligations commence prior to the beginning of classes each semester.

Key Revisions include:

- **3.8.1 Stopping the Tenure Clock**

Notwithstanding the above, the probationary period may be extended at the request of the faculty member for reason of medical condition or to accommodate important family care issues for a period not to exceed two additional years. Such extension will be based upon the recommendation of the Department Head/School Director, Dean, and with approval by the Provost in consultation with Human Resources.

Revision: Added language:and with approval by the Provost in consultation with Human Resources

Rationale: The new language clarifies that a recommendation from the Department Head/School Director and (or) Dean is required, but the Provost or his designee makes the final decision in consultation with HR on adherence to FMLA guidelines.

- **6.2.4 Long-Term Care**

Currently, the university does not offer Long-Term Care Insurance due to the university's provider stopping new enrollments. However, full-time regular employees and their spouses, parents and parents-in-law as well as retirees and their spouses, who obtained coverage under the previous provider will continue to be covered with Long-Term Care insurance as long as they continue to pay the premiums. Long-Term Care insurance provides coverage for a wide range of personal care, health care and social services for people of all ages who can no longer care for themselves due to chronic illness, long-lasting disability or the effects of aging. Most health care plans do not cover the costs associated with such care, and Medicare provides very limited coverage. The university's current Group Universal Life Insurance coverage has provisions that allow access to some of the life benefits if long-term care becomes necessary for the insured. Please contact human resources for more information as we obtain a new provider.

Revision & Rationale: New section. Language provided by HR and parallel with employee handbook

- **6.2.5 Long-Term Disability Insurance**

The university provides Long-Term Disability (LTD) insurance at no cost to the employee. LTD insurance covers disabilities resulting from accidental bodily injury, illness or pregnancy, upon completion of an eligibility waiting period. Under this insurance coverage, employees who are disabled for either 180 days or the expiration of their accrued sick leave (whichever is greater) because of injury or illness (as defined in the Long-Term Disability Benefit Booklet) are eligible to receive a benefit equal to 60 percent of their monthly earnings up to a maximum benefit of \$10,000 per month (minus any other income benefits such as workers' compensation benefits, retirement benefits, Social Security Disability benefits).

Revision & Rationale: New section. Language provided by HR and parallel with employee handbook

- **7.2 Developmental Leave**

Faculty members who are granted developmental leave shall be required to sign an Agreement, memorializing the obligations of both the faculty member and the University, including the financial responsibilities of each.

Faculty members are obligated to return to Missouri State University for at least one year following the developmental leave. Faculty members who fail to complete the post-leave year of service to the University shall be obligated to reimburse the University for the entirety of the pay they received during their leave.

- **7.2.1 Sabbatical Leave for Faculty**

Only ranked faculty members (but not including ranked faculty members who are serving as Department Heads, School Directors, Associate Deans, Deans, or Associate Provosts) are eligible for sabbatical leave. Eligibility is established by completing 12 semesters of service to Missouri State University (summer teaching excepted). A faculty member granted a sabbatical leave will be

entitled to University support amounting to full pay for a half year's leave and no less than one-half pay for a full year's leave. A faculty member on sabbatical leave is still considered a full-time employee. Faculty will participate in the retirement program and will have their benefits paid by the University. The sabbatical may be approved for up to three-fourths pay for a full year's leave. Faculty are encouraged to apply for external grants to supplement their funding. Their sabbatical pay will not be decreased if they secure such funding, except, however, that faculty cannot receive more than one hundred per cent of their twelve-month equivalent salary while on sabbatical. Funds provided for travel, housing, and other living expenses are not considered to be "Salary". Since faculty on sabbatical leave are considered full-time employees, faculty are required to adhere to Section ten of the Faculty Handbook as it pertains to outside activities and conflict of interest while on sabbatical leave.

A sabbatical leave is not an automatic right; completed applications must be submitted to the appropriate College Dean according to the deadline specified in the Master Calendar prior to the academic year for which the leave is requested. The College Personnel Committee will evaluate the applications and make recommendations to the Dean.

The Dean will then forward to the Provost's Office a comprehensive list of all faculty members who have applied for and those who have been selected for sabbatical leave for data compilation.

Application for sabbatical leave is a competitive process and requires presentation of a strong proposal. Each college-level cost-center will fund the sabbaticals from that college. Depending on budget constraints in any given year, at times even worthwhile proposals may fail to receive funding.

All applicants must be notified of the final decision regarding their applications by the end of the first complete week in February. Only one proposal from a faculty member is to be considered during a single academic year.

The project for which leave is requested must be beneficial both to the faculty member and to the University. The sabbatical leave will provide an opportunity for the faculty member to pursue research/ creative work, enhance teaching or professional practice skills in the discipline, or to retool for new teaching opportunities or research. The leave may include travel related to the research and study. Proposals to obtain an advanced degree will not be approved.

Faculty members are obligated to return to Missouri State University for at least one year following the sabbatical.

Following the sabbatical leave, the faculty member will submit to the Provost, appropriate Department Head and college Dean a report of scholarship, research, or creative activity conducted while on leave, based on a schedule posted by the Provost. Any faculty member who has completed a sabbatical leave and who has failed to submit a report is ineligible to apply for a subsequent sabbatical leave until such report has been filed.

In computing years of service that will apply toward eligibility for promotion, time spent on sabbatical leave will be counted. A faculty member who has taken a sabbatical or professional leave is not eligible for another paid leave until the completion of 12 semesters of service to Missouri State University subsequent to the paid leave.

Revisions: Language from General Counsel

Rationale: New language was added to 7.2 and 7.2.1 to clarify the responsibilities of faculty granted a sabbatical. This language clarifies the obligation of returning to Missouri State University for a minimum of one year following the sabbatical as set forth in Section 7.2.1

- **8.2 Sexual Harrassment**

Consistent with the G1.05 Non-Discrimination Policy Statement, the University prohibits all forms of sex discrimination, including sexual harassment and sexual assault.

Sexual Harassment is a form of sex discrimination based on sexually explicit behavior. Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when: 1) submission is a term or condition of an individual's employment or academic opportunities; 2) submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting such individual; or 3) such conduct is so pervasive or severe that it creates an abusive, intimidating, hostile, or offensive environment. Sexual harassment may occur where such circumstances occur between supervisor and subordinate, employees, students and employees, and non-University persons and employees. It may occur between members of the opposite sex or the same sex.

Sexual harassment in any situation is reprehensible; however, it is particularly damaging when it exploits the educational dependence and trust between students and faculty. When the authority and power inherent in faculty relationships with students, whether overtly, implicitly, or through misinterpretation, is abused in this way, there is potentially great damage to individual students, to persons subject to complaint, and to the educational climate of the institution.

Faculty members are considered "responsible parties" under Title IX, which means that faculty members must report any student allegations of sexual harassment or sexual assault to the University's Title IX Office. Additionally, any faculty member who believes that he or she has been the subject of sexual harassment should report the alleged act immediately to the University's Title IX Office. The Title IX Office will direct the complainant to the University's Op1.02-11 Sex Discrimination and VAWA Offenses Policy and Investigation Procedures, and will explain both the complaint process and available resources. Confidentiality will be respected and anonymity preserved in grievances to the greatest extent possible.

Should the complainant choose to file a formal complaint with the Title IX Office, results of the ensuing investigation may be reported to the Provost and other appropriate administrators, who may take such actions as are consonant with the disciplinary procedures prescribed in Chapter 12. Should the complaint involve a contested personnel action, the complainant may also pursue his or her grievance through the procedures of Chapter 12.

Revisions: New opening statement references the G1.05 Non-Discrimination Policy Statement.

Updated definition of sexual harassment in second paragraph.

Third paragraph deleted

Last sentence of the 4th paragraph deleted.

Sexual harassment allegations are made to the Title IX Office. This office may direct the complaint to the University's OP1.02-11 Sex Discrimination and VAWA Offenses Policy and Investigation Procedures.

Language on protocol if a formal complaint is filed is in the last paragraph of this section.

Rationale: These revisions updated the definition of sexual harassment as well as the reporting process.

- **14.5 Dismissal**

The following Missouri statutes provide the basis for the University's policy for dismissing tenured faculty members or for dismissing untenured faculty members prior to the expiration of a term appointment:

174.140. - Each Board of Governors may appoint and remove the President or any Professor or teacher in any state college in its district; may fix the duration, terms and conditions of their offices and compensation; may enter into agreements for and make contributions to both voluntary and statutory retirement plans for the President, Professors and teachers; and under rules adopted by the board, may extend the provisions of the workmen's compensation law to all employees thereof. Dismissal must be in accord with all applicable laws, including RsMo174.140.

(RSMo 1939 Sec. 10765, A.L. 1947 V.II. p 382, A. L. 1979 p.288)

Prior revisions: 1929, Sec. 9608; 1919, Sec. 11503; 1909, Sec. 11074 174.150.

1. No President, Professor or teacher shall be removed except for incompetency, neglect or refusal to perform his duties, dishonesty, drunkenness or immoral conduct; nor shall such President, Professor or teacher be removed until after ten days' notice, in writing, stating the nature and cause of removal; and he shall have an opportunity to make a defense before the board by counsel or otherwise; and be allowed to introduce testimony which shall be heard and determined by the board.
2. In every case of suspension or expulsion by the faculty the person suspended or expelled shall be allowed an appeal to the board from the decision of the faculty, and the board shall prescribe the manner and mode of proceeding in the matter of such appeal; but the decision of the board upon such appeal shall be final.

(RSMo 1939, Sec. 10766)

Prior revisions: 1929, Sec 9609; 1919, Sec 11504; 1909, Sec 11075

When, in the view of the President of the University, there are substantive grounds under the law for the dismissal of a faculty member previous to the expiration of a term appointment, the President or his delegate will frame with reasonable particularity a statement of charges. This step will be taken only when less drastic courses of action do not produce, or promise to produce, a remedy. Those less drastic courses of action may include but not be limited to the following: (1) discussions between the faculty member and appropriate administrative officers, and (2) informal inquiry by the

Academic Personnel Review Commission which may, failing to effect an adjustment, determine whether in its opinion dismissal proceedings should be undertaken, without its opinion being binding upon the President.

- **14.5.1 Dismissal Procedures**

The President of the University will initiate formal dismissal proceedings by addressing a written communication to the faculty member informing him or her of the statement of charges and that he or she will be dismissed as of a date specified in the written communication, but in no case less than 30 business days from the date of delivery of the communication. The faculty member will also be notified by the President that he or she may file a formal grievance within 15 business days from the date of the delivery of the communication. If a grievance is filed, it will follow the APGP process. If no grievance is filed, the dismissal will take effect as indicated in the written communication specified above.

Pending final decision of termination under Section 14.5.1 the faculty member will be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to the faculty member or others is threatened by continuance. Before suspending a faculty member, pending an ultimate determination of the faculty member's status through the grievance process, the administration will consult with the Faculty Senate Executive Committee concerning the propriety, the length, and the other conditions of the suspension. Salary will continue during the period of the suspension. The faculty member may request review by the Board of Governors of the dismissal, as provided in Section 174.150, RSMo

- **14.5.2 Dismissal Procedures for Job Abandonment**

The President of the University may initiate formal dismissal proceedings, under this section in situations where, without administrative approval, a faculty member has engaged in a pattern of behavior by failing to perform his or her University duties by being absent from University classes, department meetings or other required activities, to the extent that the faculty member may reasonably be deemed to have abandoned his or her job duties. Such proceedings will begin by informing the faculty member that the University considers the faculty member in abandonment of his or her job duties, and that the faculty member will be dismissed as of a date specified in the written communication, but in no case less than ten calendar days from the date of delivery of the communication. The faculty member will also be notified by the President that he or she may file a formal grievance within 5 business days from the date of the delivery of the communication. If a grievance is filed, it will follow the APGP process, and the faculty member will continue to receive his or her full salary and employee benefits during the conduct of the APGP process. If no grievance is filed, the dismissal will take effect as indicated in the written communication specified above. For purposes of clarity, termination under this section shall be limited to those situations where a faculty member has not been physically present to perform his or her duties for the University, and this absence is unplanned, not excused, and disruptive to the University. Scheduled absences, or arranged hiatus from University duties will not rise to the level of dismissal under this section.

14.5.1 & 14.5.2

Revisions: Existing paragraph 14.5.1

New paragraph added is 14.5.2. Language is from legal counsel.

Second paragraph references termination under Section 14.5.1.

Rationale: Section 14.5.2 was added to the Handbook to identify this particular type of dismissal. In response to Faculty Senate requests from February, this new section clarifies that a pattern of behavior in failing to be physically present to perform duties is required. It also addresses the question raised on the timeline and process of the dismissal proceedings.

IV.B.2.

RECOMMENDED ACTION – Proposed Revisions to the Missouri State University-West Plains Faculty Handbook

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

WHEREAS, the Missouri State University-West Plains Faculty Senate has voted to approve certain changes to the faculty workload, which changes require revision to West Plains Faculty Handbook; and

WHEREAS, the West Plains Faculty Handbook also requires revision for the purpose of clarifying certain of its provisions and to implement non-substantive editorial updates (e.g., section numbers), as further described below; and

WHEREAS, the West Plains Administration and the West Plains Faculty Senate recommend that that West Plains Faculty Handbook be revised in accordance with the proposed revisions attached hereto.

NOW, THEREFORE, BE IT RESOLVED that the proposed changes to the West Plains Faculty Handbook which are attached hereto are hereby approved by the Board of Governors in the form submitted.

VOTE: AYE _____

NAY _____

COMMENTS:

Proposed Changes to the **West Plains Faculty Handbook:**

3.4.2 Assistant Professor

Definition:

An intermediate academic rank of one who has demonstrated achievement in the areas of teaching, research including scholarly publication and/or creative activity, and service appropriate to the discipline, and professional service appropriate to the discipline.

Basis of Appointment:

(1) Promotion from the Instructor rank, or (2) terminal degree or doctoral course work complete and dissertation in progress, or (3) thirty semester hours of graduate credit in an appropriate field in addition to the master's degree and a minimum of three years of experience equivalent to academic service to Missouri State University-West Plains.

Tenure:

An Assistant Professor is minimally eligible for tenure after completing three years of academic service to Missouri State University-West Plains. The tenure decision will occur at the latest during the fifth year of probationary status. Tenure will continue to be held by an Assistant Professor who had tenure at Missouri State University-West Plains when promoted from the Instructor rank.

Eligibility for Promotion:

Eligibility for promotion can be achieved by meeting ~~either~~ one of the following:

(1) An Assistant Professor with a terminal degree is minimally qualified for consideration for promotion to the Associate Professor rank at the end of five years of experience equivalent to academic service to Missouri State University-West Plains including at least three years in the rank of Assistant Professor. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching research including scholarly publication and/or creative activity, and service as defined in the rank of Assistant Professor Section 4.0.

(2) An Assistant Professor with the master's degree and thirty additional semester hours of graduate credit in an appropriate field may qualify for promotion after ~~fifteen~~ 15 (15) years of experience equivalent to academic service to Missouri State University-West Plains, including at least three years in the rank of Assistant Professor at Missouri State University-West Plains. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching, research including scholarly publication and/or creative activity, and service as defined in ~~the Assistant Professor rank~~ Section 4.0.

(3) An Assistant Professor with the master's degree and (15) years of academic service to Missouri State University-West Plains, including at least 5 years of effective administrative duties (i.e. dept. chair, division chair, etc.) may qualify for promotion to the Associate Professor rank. In addition to meeting years-of-service requirements, those seeking promotion must have demonstrated sustained effectiveness in teaching and contributions to community and/or professional service as defined in Section 4.0.

~~The following is Section 4.3.2.1 of the Faculty Handbook that is being replaced:~~

The proposed changes to the Faculty Handbook will increase the teaching load of full-time faculty from 24 credit hours per academic year (fall, spring) to 30 credit hours per academic year beginning July 1, 2019, for all faculty who either are hired on or after July 1, 2019, or who opt-in to the incentive plan agreed to by the administration and the Faculty Senate of the West Plains campus in October, 2018. This change affects Section 4.3.2.1 of the Faculty Handbook.

Section 4.3.2.1 Teaching Load/Work Load

~~Each full time faculty member is expected to teach the prevailing normal academic load in lecture/discussion type classes during each regular academic year. A normal academic load is, at the time of the printing of this Faculty Handbook, defined as no more than twenty four semester hours per academic year, or twenty four equated semester hours per year if a faculty member has laboratory assignments. Prior to the fall semester of 2019, the traditional teaching load for full-time ranked faculty of the Missouri State University System was a total of 24 credit hours each academic year for the standard nine-month appointment. This teaching load was combined with 6 equated hours* allocated for maintaining currency in one's field, advising duties, and normal department and university service activities for a total workload of 30 hours**.~~

The workload for all full-time ranked faculty of Missouri State University-West Plains first employed in fall 2019 and thereafter will increase to 30 credit hours of teaching each academic year plus 6 equated hours allocated for maintaining currency in one's field, advising duties, and normal department and university service activities for a total workload of 36 hours. These faculty members will be eligible to teach overloads as described in section 5.7; all faculty are eligible to teach during the summer semester as described in section 5.7.

Ranked faculty employed full-time previous to fall 2019 have the following options:

- 1) **Opt in** to this new teaching load of 30 credit hours. This teaching load will be combined with the 6 equated hours for a total workload of 36 hours. These faculty members will receive a 5% increase in their annual salary and will be eligible to teach overloads as described in section 5.7. See section 7.6.3 for information regarding possible release time.
- 2) **Opt out** of the 30-hour teaching load and maintain their original teaching load of 24 hours combined with the 6 equated hours for a total workload of 30 hours. These faculty members will not receive the additional compensation that accompanies the increase of teaching load from 24 hours to 30 hours, and they will not be eligible to teach overloads. However, these faculty may still teach during the summer semester and receive compensation as described in section 5.7.

* The term "equated hours" refers to activities that are equivalent to credit hours of teaching.

**This 30 hours denotes contact hours only, and it is understood across academia that contact hours are inherently accompanied by numerous hours of preparation, evaluation, and documentation. Previous sections of this handbook outline the various expectations of teaching, professional activity, and service.

*The following is Section 4.4.4 of the **Faculty Handbook** with revisions:*

4.4.4 Evaluation of Non-Ranked Faculty

Lecturers and per-course/adjunct faculty (see Section 3.5 for definitions) are expected to attend annual workshops/trainings as conducted by the Office of Academic Affairs and will undergo the following evaluations:

- a. At least one classroom observation by the Division Chair, Department Head, and/or tenured faculty member each year.
- b. Student Evaluations for each course taught each semester

Additionally, Lecturers will undergo an annual performance evaluation by their Division Chair (or Department Head) and the appropriate Divisional Personnel Committee. Since Lecturers do not have the same responsibilities and expectations as full-time ranked faculty members, and since these responsibilities and expectations can vary from division to division, the Division Chair and DPC will have some latitude in their evaluations. However, all faculty are expected to 1) teach effectively; 2) be available to their students; and 3) to function within their department/division. More information concerning the responsibilities and expectations of non-ranked faculty may be found at the Office of Academic Affairs.

The Division Chair (or Department Head) will write the final evaluation and provide the Lecturer with a written copy. The purpose of the evaluation is to identify any areas where improvement can be made and provide constructive feedback. Should a lecturer apply for a full-time ranked faculty position, these evaluations shall become part of the candidate's file.

7.6.3 Professional Activity (Scholarship, Research, and Creative Activity) Time

Upon the recommendation of the Division Chair, the Dean of Academic Affairs may authorize reassigned time in order to provide time for professional activity. A faculty member taking advantage of this opportunity will be required to report to the Dean of Academic Affairs, when requested, concerning his or her research.

In planning academic assignments, the Division Chair will provide blocks of time for professional activity by individual faculty members who request it.

Faculty who have the rank of Full Professor and who have an annual teaching load of 30 credit-hours may apply for a reduction of six credit hours per academic year to develop, conduct, complete, and communicate an approved research project or professional activity.

The application will be made to the Dean of Academic Affairs, at the earliest, during the spring semester prior to the faculty member's first fall semester as a Full Professor. However, the faculty member may, as long as he/she remains in good standing as a Full Professor, apply in any spring semester after his or her initial year as a Full Professor with the project commencing August 1 of that year. If approved, the application is sent to the

chancellor for approval; budgetary constraints may contribute to an application being denied.

The research project or creative activity must be proposed to and approved by a three-person faculty review committee appointed by the faculty member's Divisional Personnel Committee. Approval by the University's Institutional Review Board may also be required. If approved by the review committee and the IRB (if needed) the project or activity proposal is sent to the Dean of Academic Affairs for final approval.

Criteria for what will constitute an "approvable" research project or creative activity will be developed by the Faculty Senate in association with the Dean of Academic Affairs. The project or activity must be completed no later than July 31 of the project's third year, and must result by that same date in a juried article published in a national (U.S.) academic journal, a non-self-published book, or some other substantial work juried by peers within the appropriate academic discipline. If such results are not present after the three-year-period, then the faculty member will return to the standard teaching load of 30 credit hours per fall/spring semester.

If successful, the Full Professor may apply for subsequent projects or activities and thus continue receiving the six credit hour reduction, or he/she may return to a teaching load of 30 credit hours per academic year.

No reduction of teaching load from the approval of a research project or creative activity will result in a reduction of compensation.

IV.C.1.

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, additional revisions to the Employee Handbook are needed in order to correct typographical, grammatical, and formatting errors; 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:

- 2.15.1 Severe weather closing
 - Language updated to clarify process. Title changed to reflect types of cancellations.
- 2.15.2 Compensation during university closings
 - Language updated to include the word full-time to clarify intent.
- 3.9.2.3 Part-time Occasional, Irregular, or Short-term Assignment Limited to 1,000 hours.
 - Section added to define this classification.
- 3.17 Personal Information
 - Format changed and wording updated.
- 3.19.1 Resignation/Retirement
 - Language updated to include the word retirement for clarification. Language updated to clarify process.
- 6.4.1 Credit Course Fee Waivers
 - Benefit expanded to include dependent grandchild.
- 7.9 Funeral Leave
 - Benefit expanded to include additional extended family members.
- 7.13 Leave without Pay
 - Language updated to reflect current process and existing policy.
- 8.4 Excellence in Community Service Award
 - Language updated to reflect current process.

8.5 Staff Excellence in University Service Award

- Language updated to reflect current process.

8.8 Emeritus Status

- Language changed to grant university president the authority to grant or withdraw emeritus status.

10.5 Step 5 – Appeal to the Board of Governors

- Language changed to reflect a change in process. No disciplinary action may be appealed to the Board of Governors except for dismissal.

G7.02 Employee Handbook for Administrative, Professional, and Support Staff Employees

2.15.1 ~~Severe weather closing~~ University closure/school cancellation

When university classes are canceled ~~or delayed due to severe weather~~, a decision will be made as to whether ~~offices other university operations~~ will also be closed ~~or delayed~~. The decision to ~~cancel classes~~, close the university* ~~-and/or delay start times or to cancel day classes~~ will typically be announced to the news media prior to 6:00 a.m. Since the decision to cancel ~~/delay~~ day classes ~~due to inclement weather~~ does not pertain to evening classes or second or third shift employees, a separate decision will typically be released to the media ~~in time for the 12:00 noon news at least two hours prior to the start of the cancellation. If closed or delayed due to inclement weather, A~~ an official announcement will be issued through the public media (television and radio), through the Missouri State University home page and on social media. If no announcement is made, employees should assume that activities will continue as normal. Review the inclement weather procedures for more information.

If classes are cancelled, but ~~offices all other university operations~~ remain open, employees should report to work as scheduled. If ~~offices are the university is~~ closed, employees are not to report to work unless they are notified or have been given prior instructions to report as part of essential services. It is the responsibility of each vice president to designate which employees are to report to work. The major administrator of the operation will be responsible for ensuring that needed employees are notified. ~~If no announcement is made, employees should assume that activities will continue as normal.~~

Essential employees are required to report to work, and the failure of essential employees to report for work because of weather conditions is not an acceptable excuse and may result in employee discipline. Loss of work time because of weather conditions when the university continues operations will not be considered an excused absence. Such time lost ~~may must~~ be taken as paid leave or the employee will not receive pay for the time missed due to the ~~operations of the~~ university closing. Review the inclement weather procedures for more information.

2.15.2 Compensation during university closings for full-time employees

When the university officially closes under such circumstances, if the announcement of the closing occurs before the start of an employee's work shift, the hours of the employee's work shift that the university is closed will be paid at the employee's regular straight time rate. If the university officially closes during an employee's work shift and the employee is sent home, the remaining hours in the employee's work shift will be paid at the employee's regular straight time rate. The hours that are paid when the university is officially closed will not count as "hours worked" towards 40 hours for the purposes of payment of overtime.

An employee who is on leave without pay (including Family and Medical Leave and workers' compensation absence) when the university is officially closed under the circumstances described in this section will not be paid for the hours that the university is closed nor use it as paid leave in the future. Employees on a paid absence, however, will be paid for the hours the university is closed and should record the appropriate number of hours as university closing rather than paid absence. Employees supplementing the payments from workers' compensation with vacation, sick leave or compensatory time off should record the appropriate number of hours as university closing rather than paid absence.

Nonexempt staff required to work during the hours the university is officially closed will be paid at their straight time rate in addition to regular pay and the hours actually worked will count toward 40 hours of work for overtime purposes. Employees required to work over 40 hours and eligible to receive overtime compensation will be paid according to the university's normal policies on overtime compensation and hours worked. Due to budget restrictions, departments may adjust work hours within the workweek in which the event occurs in lieu of compensation.

When the university is officially closed for a day under such circumstances, a day is normally defined as eight (8) hours. Employees whose regular work day is more than eight (8) hours, (e.g., employees working four 10-hour days) will be paid for 8 hours. Such employees will need to use vacation, compensatory time, or actual work hours during the work week in which the university officially closes as described in this section in order to be paid for the remaining two hours of their work shift that the university was closed. Employees whose regular work day is less than eight (8) hours, (e.g., employees working 6-hour days) will be paid for six (6) hours.

3.9.2.3 Part-time Occasional, Irregular, or Short-term Assignment Limited to 1,000 hours

Employees hired to work for a short period of time, such as for peak work load/workload periods or on an as needed basis with no regular schedule.

3.17 PERSONAL INFORMATION

The Office of Human Resources maintains directory information and benefit information for the personnel files on all employees and should be contacted to report changes. The following are examples of the changes that should be reported: home address and name changes (use Change of Address and/or Name Change form), marital status and dependent changes affecting benefit coverages, beneficiary changes, etc.

Nature of Change	Records that Need to be Changed
Name, address, home telephone, marital status, dependents for withholding, insurance or family status change (e.g., divorce, marriage, birth of a child)	Personnel files, W-4, retirement system record, insurance records, cafeteria plan

Attainment of additional degree (furnish transcript)	Department records, personnel file
Campus address and telephone number	Personnel file for directory information
Beneficiary information	Life insurance records

3.19.1 Resignation/Retirement

~~An employee may terminate employment with the University by submitting a written notice or a written Separation from Employment form to his/her department head or supervisor available in the Office of Human Resources. Employees who are resigning or retiring should submit written notice to their supervisor and/or department at least two weeks prior to the last day of work. All Resignations should include the reason for leaving the University and the employee's requested date of resignation (termination date). If any use of vacation is involved, it should also state the day the employee is last planning on being present at work. If the employee wishes to use vacation time just prior to the resignation date, the request to do so should also be included so that the supervisor may approve or deny the request for vacation. Notice of the resignation and the PAF should be submitted as soon as possible, but no less than two weeks before the effective date of separation. at least two weeks before the effective date of separation. The department head or supervisor shall immediately forward the Separation from Employment form, or resignation letter, to the Office of Human Resources. If the use of vacation is denied, the resignation will become effective on the last day the employee stated he/she would be present at work. A Personnel Action Form terminating employment with the University should accompany the Notice of Resignation with the date of resignation/termination date should be listed in the "Effective Date" field and the last day present at work noted in "Last Actual Day Worked" field on the PAF.~~

6.4.1 Credit Course Fee Waivers

Full-time regular employees are eligible to enroll at Missouri State University for a total of 15 credit hours of college-level courses in an academic year (12-month period beginning with the fall semester) and have their required student fees paid by the University. If an employee also has a spouse/sponsored dependent, and both are full-time employees of the University, they have a combined total of 30 credit hours for which the University will pay the required student fees during an academic year. In order for the University to pay the required student fees, employees must be employed by the University prior to the start of the semester for which they have enrolled and intend to use the fee waiver benefit. If the employee terminates employment prior to the start of the semester in which the University has paid the required student fees, the University will cancel the payment of those fees and will bill the person who received the fee waiver for the amount due the University.

Employees who have used their 15 credit hour benefit during a given academic year, and who enroll in additional courses at Missouri State University during the same academic year, must pay the required student fees for those additional courses. This fee waiver can be applied to

auditing a class, intersession classes and repeated classes. This benefit is not applicable to book costs, or any special fee pertaining to a specific class or private instruction.

Employees may assign part or all of the 15 credit hour benefit to their spouse, sponsored dependent and/or their eligible dependent children. For purposes of this policy, the Internal Revenue Code defines an eligible dependent child as an employee's son, stepson, daughter, ~~or~~ stepdaughter, or grandchild. Such children must be a dependent of the employee and must not have attained the age of 24 years at the start of the semester in which the credit hour fee waiver is applied. In addition, children of divorced or separated parents are treated as a dependent of both parents where (1) the parents are divorced, legally separated, or separated under a written separation agreement; and (2) the children receive over half of their support from their parents. The spouse, sponsored dependent and/or eligible dependent children must have been admitted to Missouri State University or must qualify for the high school senior early admission program.

The purpose of offering credit course fee waivers through the Employee Educational Opportunity Program is to (1) encourage overall employee improvement (2) encourage development of qualifications which may increase an employee's skill in his/her present job or lead to advancement through additional education, and/or (3) enhance the fringe benefit program by extending course enrollment benefits to spouses and eligible dependents.

The following requirements must be met in order for an employee to participate in this program:

- The individual receiving the fee waiver must file an application for admission or readmission with the Office of Admissions and Recruitment and must meet all academic admission requirements stipulated in the *Missouri State University Undergraduate Catalog* or the *Missouri State University Graduate Catalog*. (See calendar in *Catalog* and *Class Schedule* for deadlines).
- Courses taken by employees (1) must be taken outside assigned scheduled working hours, or (2) an equivalent adjustment must be made in the employee's work schedule to make up the time away from work, or (3) an equivalent adjustment must be made by requesting leave without pay, or (4) the time away from work must be requested as vacation leave.
- Employees are expected to work 40 hours weekly. Work schedule adjustments may be made within the department. However, the adjustment must be approved by the department head or supervisor in advance and should not be considered if it interferes with the normal operations of the department.
- Participation in the program is voluntary. Responsibility for course work rests with the individual and work hours are not to be used for class preparation.
- Employees using this benefit can access the automated fee waiver system by logging onto my.missouristate.edu, Profile, Employment Details, Fee Waiver.
- Employees can submit fee waiver requests up until the end of the term in which classes are taken. Fee Waivers will not~~NOT~~ be processed for previous terms.

7.9 FUNERAL LEAVE

Full-time Employees may be excused from work, with pay, in the event of a funeral for their spouse, sponsored dependent, children, mother, father, ~~mother-in-law, father-in-law~~, brother, sister, ~~step-mother, step-father, brother-in-law, sister-in-law, daughter-in-law, son-in-law~~, grandchildren, grandparents and great-grandparents, spouse's/sponsored dependents: 's 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-brother, step-sister, step-children, step-mother/father, step-brother/sister, step-grandchildren, step-grandparents, and step-great grandparentschildren. The employee's supervisor may grant funeral leave for up to five consecutive work days/workdays for each funeral involving a family member listed in this policy. Time not worked because of funeral leave will be paid at the full-time employee's regular, straight time, hourly rate.

7.13 LEAVE WITHOUT PAY

Employees and supervisors must contact benefits in the Office of Human Resources regarding Leave wWithout Pay. An employee may be granted leave without pay for a prolonged period that but may not exceed six months in any 12-month period. A Personnel Action Form must be initiated documenting the period of absence while on leave without pay and approved by the proper authority prior to a the leave without pay that is expected to last more than 10 working days. Any unpaid leave taken as Family and Medical Leave shall be subtracted from the six months of leave without pay allowable in any 12-month period. Leave without pay is intended to be taken in full-day increments. Leave without pay may be granted under the following conditions:

- When such leave is for prolonged illness or injury extending beyond accumulated vacation, ~~or~~ sick leave or compensatory time. Family and Medical Leave will count toward the six-month leave without pay. Any unpaid leave taken as Family and Medical Leave shall be subtracted from the six month of leave without pay allowable in any 12-month period.
- When an employee will attend a college, university, or ~~other~~ school for the purpose of training in subjects relating to a job that shall where there will be benefits to both the employee and the University.
- Because of seasonal fluctuations in the work schedules at the University.
- Under special circumstances, an employee may be granted leave without pay for a specific purpose other than those listed above with the approval of the appropriate cost center major administrator when such leave extends beyond accumulated vacation, sick leave or compensatory time off available to be used.

Leave without pay is not intended to be granted when the employee has paid vacation, sick leave, or compensatory time off available to be used, except under those circumstances listed above.

Employees who are on leave without pay will not earn paid sick leave or vacation if they do not have 80 hours paid time during the pay period that they are off work, nor will they be paid for a

~~holiday that occurs during the period that they are on leave without pay. , will not have their insurance coverages will not be paid by the University, when the leave without pay is for the full pay period. nor will they be paid for a holiday that occurs during the period that they are on leave without pay.~~ Nine- and ten-month staff employees, however, will have their basic insurance coverages (employee medical and dental, life, accidental death & dismemberment, and long-term disability coverages), paid by the University during the summer months when they are otherwise not at work but are expected to return to work. Nine- and ten-month employees are considered to be on leave without pay during the summer when they are otherwise not at work. ~~The Department must complete a Personnel Action Form documenting the period of their absence while on leave without pay.~~

If an employee desires to maintain insurance coverages during a leave without pay, arrangements must be made with the Office of Human Resources at least 60 days prior to the leave, and premiums must be paid one month in advance of the month of insurance coverage.

8.4 EXCELLENCE IN COMMUNITY SERVICE AWARD

The Excellence in Community Service Award is designed to recognize employees who have made a significant contribution to the community through volunteering their time to serve worthy causes.

8.4.1 Eligibility

All full-time regular employees in administrative, professional, and support staff positions are eligible to receive the Staff Excellence in Community Service Award. Nominees must have three years full-time employment at the time of the nomination. ~~In order to qualify for the award, recipients shall be required to develop and prepare a statement regarding their service and to participate in university in-service and other University related functions to encourage and assist other employees in similar service.~~

8.4.2 Nomination and Selection of Award Recipients

Excellence in Community Service Award recipients must be nominated for the award and can be nominated by any person knowledgeable about the community service of the nominee. Selection of recipients is done by the Excellence in Community Service Selection Committee and is based upon the following criteria:

- ~~• Employment with the University for a minimum of three years~~
- Demonstrated personal action to serve community causes
- A significant and sustained record of volunteer service
- A significant contribution to improve the quality of community life
- Demonstrated values consistent with the betterment of society
- Good standing with the University community.

Awards are available for full-time regular staff employees and are awarded based upon the recommendation of the Selection Committee and University administration. Excellence in Community Service Award recipients are not eligible for nomination for a second award.

8.5 STAFF EXCELLENCE IN UNIVERSITY SERVICE AWARD

The purpose of the Staff Excellence in University Service Award is to recognize excellence in service to the University among staff employees. These awards are intended to provide incentives for continued workplace performance for full-time staff employees who make evidence significant contributions to the University community. ~~There is no limit on the number of times that an individual employee may receive an award, but individuals may not receive an award in two consecutive years.~~

8.5.1 Eligibility

Full-time, regular employees in administrative, professional, and support staff positions from the Springfield, Mountain Grove, and West Plains campuses who do not hold faculty rank and have at least one year of full-time employment at Missouri State University are eligible to receive an award. There is no limit on the number of times that an individual employee may receive an award, but individuals may not receive an award in two consecutive years. ~~In order to qualify for the award, recipients shall be required to develop and prepare a statement regarding their service and to participate in University in-service and other University-related functions to encourage and assist other employees in similar service.~~

8.5.2 Nomination and Selection of Award Recipients

Staff Excellence in University Service Award recipients must be nominated for the award and can be nominated by currently enrolled students, employed staff, faculty, or ~~administrators or groups~~. Selection of recipients is done by a Review Committee. Superior service can be demonstrated in many forms such as:

- ~~• consistently superior service over an extended period of time~~
- superior service for a significant project or program during a specific time period
- performing duties above and beyond the call of duty in a special situation
- exceptional job performance on a daily basis

Awards are available for full-time, regular staff employees and are awarded based upon the recommendation of the Review Committee and University administration.

8.8 EMERITUS STATUS

Emeritus status may be granted to retiring staff and administrative employees as a special recognition for exemplary work performance and outstanding, loyal, and dedicated service to the University. To be eligible for consideration for Emeritus status, an employee must be in retirement status from the University, must have at least 10 years of service in a full-time regular

position, and must have the approval of the appropriate administrative officials and the Board of Governors.

Notwithstanding the foregoing, the University President may grant or withdraw Emeritus status at his or her discretion.

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). 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) work days 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 President-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, ~~T~~the PresidentChair of the Board will schedule the grievance appeal for hearing at the next regular Board meeting, or as otherwise determined appropriate by the President-Chair of the Board. ~~The Board may refuse the appeal, thereby affirming the findings of the University President; or it may hear the appeal.~~ 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.

V.A.

PRESIDENT'S REPORT

President Clif Smart's report will include updates and comments on the following topic:

1. Final Legislative Update

VI.A.

**Missouri State University Board of Governors
June 21, 2019**

**Report by Dr. Shirley Lawler
Chancellor, West Plains Campus**

- Chancellor Lawler will provide a report regarding activities at Missouri State-West Plains
- Making Our Missouri Statement Moment – Study Away Programs
- Report from the West Plains Faculty Senate
- Report from the West Plains Staff Senate
- Report from the West Plains Student Government Association

VII.A.

Report from the Provost

Provost Frank Einhellig's report will include updates and comments regarding Academic Affairs:

1. Appointment of Dean for McQueary College of Health & Human Services
2. Summary of Curricular Actions for AY18-19
 - a) Curricular revisions, new courses and programs
 - b) Academic actions to reduce barriers – selected examples
3. Update on Blackboard Ally
4. Ozarks Studies Institute Role for Missouri State



**THE OFFICE OF RESEARCH ADMINISTRATION
ACTIVITY REPORT – FISCAL YEAR 2019 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 2019 through the month of May.

PROJECT HIGHLIGHTS

- **Eric Bosch**, Distinguished Professor of Chemistry, received **\$57,429** from the **National Science Foundation**. The proposed research involves fundamental studies in halogen bonding, non-conventional C-H hydrogen bonding and coordination chemistry of families of pyridine containing molecules. The design of the target molecules have been chosen to maximize their potential application as sensors for inorganic and organic molecules.
- **Stephen Stapleton**, Director of the School of Nursing, and Letitia White-Minnis, Interim Dean of the College of Health & Human Services, received **\$150,000** from the **Missouri State Board of Nursing**. This funding will support expansion efforts that will increase faculty resources by adding a faculty position, and make existing faculty salary packages more market competitive.
- **Chris Craig**, Deputy Provost, received **\$648,756** from the **U.S. Department of Education** via the **Missouri Department of Elementary & Secondary Education**. Autism Spectrum Disorder (ASD) continues to increase statewide and nationwide as evidenced by the current statistics from the Center for Disease Control. The complex nature of the disorder requires a great deal of support to parents, teachers, and other individuals involved in the education of children with an ASD. This scope of work outlines the responsibilities of Project ACCESS to provide quality training, education, and resource referrals primarily for school district professionals in the education of children with an ASD.

RESULTS

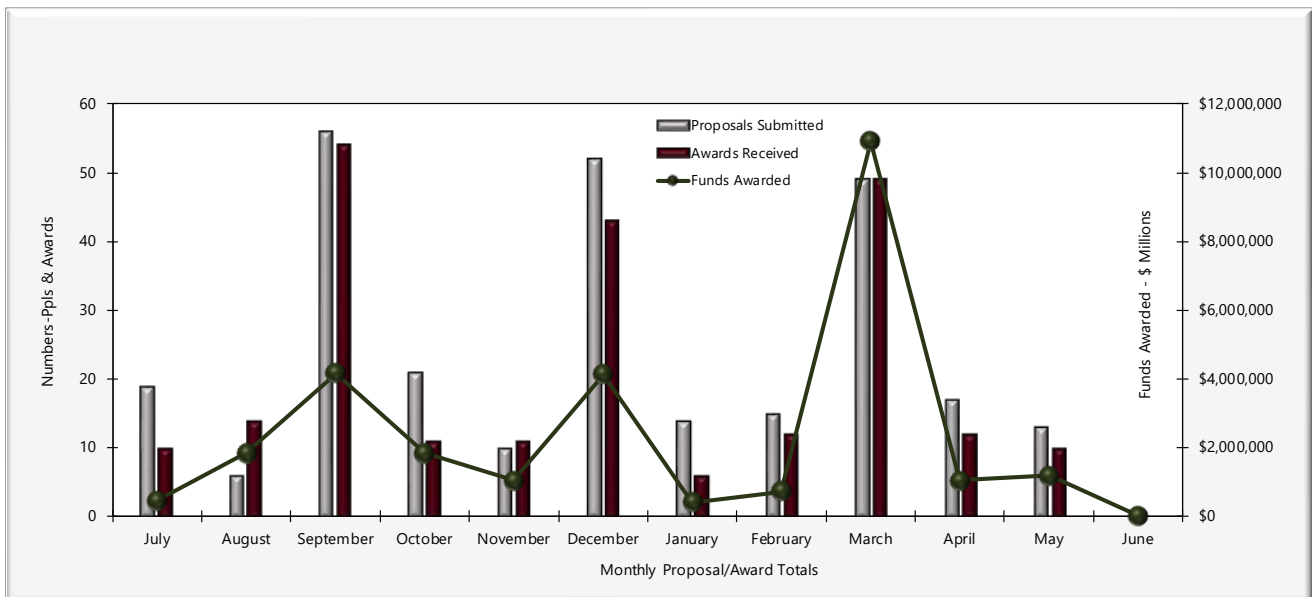
As of the end of May, the University has submitted 272 proposals for support of University-based projects. To date, 232 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$27.6 million. 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.

Key Indicators	Activity for FY 2019	% Change from FY 2018
Proposals Submitted	272	3%
Funds Requested	\$42,001,699	-19%
Named Investigators	98	4%
Grants & Contracts Awarded	232	7%
Funds Awarded	\$27,693,503	30%

External funding activity so far in FY 2019:

Sponsored Program Activity FY 2019

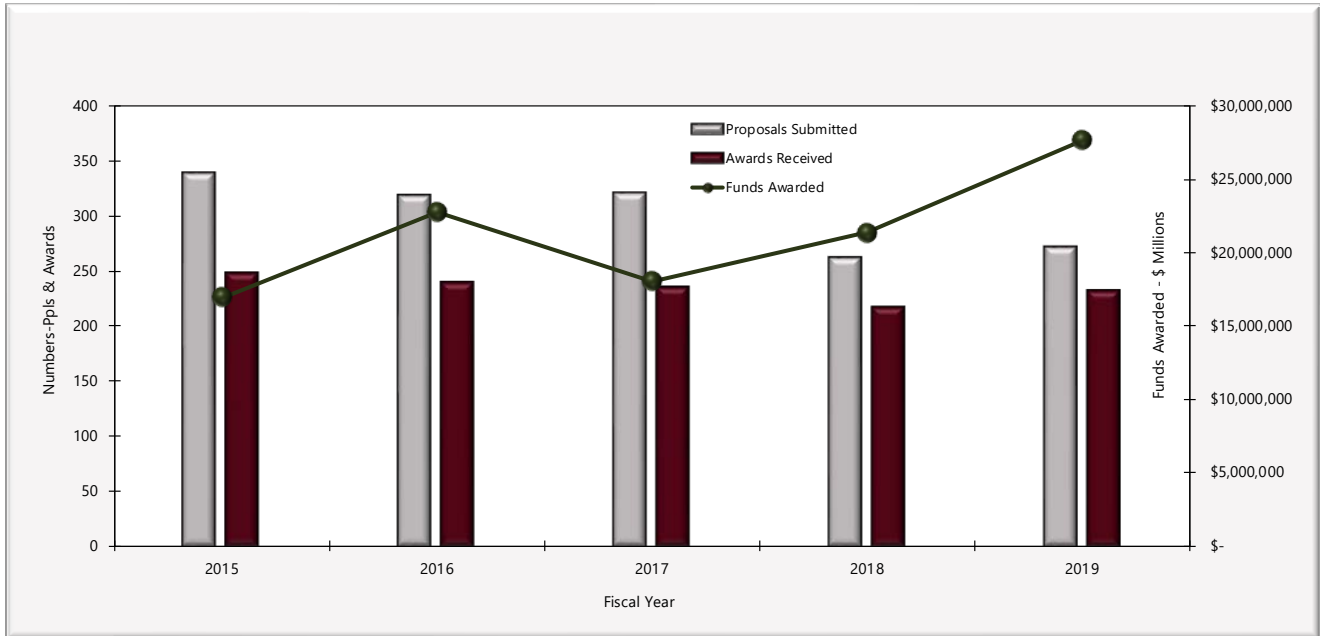
Month	Proposals Submitted	Total Awards	Dollars Awarded
July	19	10	\$463,742
August	6	14	\$1,831,416
September	56	54	\$4,150,814
October	21	11	\$1,840,558
November	10	11	\$1,048,198
December	52	43	\$4,115,714
January	14	6	\$409,735
February	15	12	\$718,192
March	49	49	\$10,900,798
April	17	12	\$1,032,655
May	13	10	\$1,181,681
June	0	0	\$0
	272	232	\$27,693,503



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of May (FY 2015 - FY 2019)

Fiscal Year	Proposals Submitted	Number of Awards						\$Millions	
		Education	Equipment	Infrastructure	Research	Service	Ttl Awds	Requested	Awarded
2015	339	57	0	6	39	146	247	\$ 47,491,845	\$ 16,928,182
2016	319	49	2	7	40	141	239	\$ 52,392,994	\$ 22,808,844
2017	321	50	1	3	47	134	235	\$ 47,773,673	\$ 18,046,494
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



Grant and contract activity for FY 2019, through May:

**Missouri State University
FY 19 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	Grants / Contracts		Award	Grants / Contracts		Award
					Submit	Awards	\$	Submit	Awards	\$
Administrative Services	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Agriculture	2	6	0	7	18	14	\$ 236,683	14	11	\$ 259,064
Center for Grapevine Biotechnology	0	1	0	1	5	2	\$ 85,595	4	2	\$ 85,595
Mid-America Viticulture & Enology Center	2	1	2	1	6	6	\$ 60,408	5	5	\$ 60,408
College of Arts & Letters	0	3	0	2	4	3	\$ 552,414	3	3	\$ 552,414
Center for Dispute Resolution	0	1	0	1	3	3	\$ 26,504	3	3	\$ 26,504
Center for Writing in College, Career, & Community	0	1	0	1	4	3	\$ 10,350	4	3	\$ 10,350
College of Business	0	1	0	1	3	3	\$ 1,300,922	3	3	\$ 1,300,922
Center for Project Innovation & Management	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Education	3	7	2	3	17	12	\$ 668,344	14	12	\$ 668,344
Agency for Teaching, Leading and Learning	3	1	2	1	9	8	\$ 1,440,425	6	6	\$ 1,440,425
Institute for Play Therapy	0	0	0	0	0	0	\$ -	0	0	\$ -
Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Health & Human Services	3	17	3	13	32	28	\$ 1,235,516	29	26	\$ 1,273,463
Center for Research & Service	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Humanities & Public Affairs	0	1	0	0	1	0	\$ -	1	0	\$ -
Center for Archaeological Research	2	1	2	1	19	18	\$ 529,033	12	11	\$ 529,033
Center for Community Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Economic Research	0	0	0	0	0	0	\$ -	0	0	\$ -
Center for Social Science & Public Policy Research	0	0	0	0	0	0	\$ -	0	0	\$ -
College of Natural & Applied Sciences	2	37	0	15	75	23	\$ 895,661	48	19	\$ 858,452
Bull Shoals Field Station	0	1	0	1	3	3	\$ 17,220	3	3	\$ 17,220
Center for Resource Planning & Management	4	0	4	0	27	26	\$ 740,277	16	16	\$ 804,712
Ozark Environmental Water Research Institute	1	1	1	1	18	20	\$ 449,283	10	10	\$ 399,676
Diversity & Inclusion	0	2	0	2	2	2	\$ 19,167	2	2	\$ 19,167
Graduate College	0	1	0	1	1	1	\$ 164,000	1	1	\$ 164,000
Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
Library	2	0	1	0	2	1	\$ 10,000	2	1	\$ 10,000
President	1	0	1	0	1	1	\$ 55,654	1	1	\$ 55,654
Provost	2	2	1	2	13	9	\$ 963,604	12	9	\$ 963,604
Ozarks Public Health Institute	0	1	0	1	3	5	\$ 978,033	3	4	\$ 940,086
Southwest Missouri Area Health Education Center	1	0	1	0	8	8	\$ 307,739	8	8	\$ 307,739
Research & Economic Development	7	0	6	0	29	28	\$ 3,668,790	27	25	\$ 3,668,790
Center for Applied Science & Engineering	2	0	2	0	5	6	\$ 8,120,351	5	6	\$ 8,120,351
Center for Biomedical & Life Sciences	0	1	0	1	8	9	\$ 803,806	8	9	\$ 803,806
International Leadership & Training Center	1	0	1	0	3	3	\$ 1,655,316	3	3	\$ 1,655,316
Jordan Valley Innovation Center	1	0	1	0	10	10	\$ 741,488	10	10	\$ 741,488
Small Business Development & Technology Center	1	0	1	0	6	6	\$ 291,490	6	6	\$ 291,490
Student Affairs	1	0	2	0	1	4	\$ 865,977	1	4	\$ 865,977
West Plains	4	4	7	3	10	11	\$ 799,455	8	10	\$ 799,455
TOTAL	45	91	40	59	346	276	\$ 27,693,503	272	232	\$ 27,693,503

*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
FROM ASSISTANT TO PRESIDENT/CHIEF DIVERSITY OFFICER
Submitted for Board of Governors Meeting (June 21, 2019)**

Division for Diversity & Inclusion Diversity (DDI) Initiatives & Collaborations

7th Annual Collaborative Diversity Conference (CDC), April 24-27, 2019:

The 2019 CDC convened in April 2019 with the theme “Bridging the Cultural Divides”. It featured Professor Irshad Manji, a nationally recognized author, speaker and founder of the Moral Courage Project (MCP). The MCP is an award-winning initiative that empowers individuals to do the right thing and cooperate across differences.

<https://diversity.missouristate.edu/conference/Theme.htm>

Highlights:

- Professor Manji spoke to the Administrative Council and the Academic Leadership Council and *visited the MSU- West Plains campus* to speak to students, faculty and staff.
- The Springfield Area Chamber of Commerce hosted a reception for Professor Manji at the Springfield Area Chamber of Commerce Offices.
- The pre-conference workshop entitled “Facing Racism in 2019 and Beyond” was held April 24, 2019. Various professionals from multiple sectors identified factors associated with bias and racism, as well as mitigation techniques that result in participants becoming anti-racist in the current divisive and polarized political climate.
- Ms. Nikki McGruder, the Executive Director of the Inclusive Excellence Institute, in Columbia, Missouri was named the 2019 Diversity Champion.
- A conversation with President Smart and Professor Manji followed the luncheon regarding her new book, “Don’t Label Me: A Conversation for Divided Times”—a unique conversation about “diversity, bigotry and our common humanity...”
- The CDC concluded with the MO-State Student Summit on April 27, 2019 with Professor Manji speaking to students during the luncheon.

Facing Racism Institute (FRI) -- The 2019 Facing Racism Institute reconvened on February 28 - March 1, 2019 at the Adolos Student Center. More than 200 people have attended and this year ten scholarships were available for non-profit organizations (limit 2 per organization) due to the generation of diversity grants received from the Community Foundation of the Ozarks (CPO). A one-day session, as a pre-conference CDC event, entitled “Facing Racism: Face it to Erase it!” was held on April 24, 2019.

Staff Diversity Composition Initiative (SDCI) -- Program administered in Division for Diversity & Inclusion by Chief Diversity Officer. See https://www.missouristate.edu/policy/Op1_02_10_Staff_Diversity_Composition_Initiative.htm

Giving Voice -- Giving Voice (GV) is a student theatrical organization sponsored by a collaboration that includes the Office of the President, DDI, and the Department of Dance & Theatre in the College of Arts and Letters and represents the challenges of underrepresented groups including students, staff and faculty. Giving Voice performed for the National Conference on Race & Ethnicity (NCORE) at its annual conference in Portland, Oregon in May 2019. <https://givingvoice.missouristate.edu/>

Faculty Diversity Coordinator -- Professor Lyle Q. Foster, Sociology, and Faculty Diversity Coordinator in the Division for Diversity & Inclusion, continues new and existing faculty Cultural Consciousness professional development sessions during 2018-2019 academic year.

Diversity Lunch & Learn for Faculty and staff -- Faculty and staff attend forums on specific topics related to the university setting. Ideas are shared among participants enhancing learning that is designed so faculty and staff feel free to come and go based on their schedules. Co-hosted by Dr. Adena Young-Jones, Dr. Lyle Foster and Dr. Tuesda Roberts.

Mini-diversity Workshops -- Faculty Center for Teaching and Learning (FCTL)/DDI collaboration. Participants register through My Learning Connection. Workshop facilitator: Dr. Adena Young-Jones, Diversity Fellow.

Workshop Sessions: See Dr. Young-Jones report below.

Tough Talks --The Spring 2019 Tough Talks sessions facilitated by Dr. Lyle Q. Foster, Sociology, continues throughout the semester.

Diversity 101 for Supervisors -- The DDI and HR department professional development collaboration designed for supervisors is facilitated by Juan Meraz, Assistant Vice President for DDI, and covers:

Ensuring workforce is culturally conscious/competent, improving overall civility and appreciation for valuing diversity of all.

Managing and motivating multicultural workforce; skills for building trust and cross-cultural communication.

Helping to recognize, respect and value differing perspectives and experiences.

Promoting and encouraging staff participation in development 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. Facilitated by Juan Meraz, Assistant Vice President for DDI.

Cultural Consciousness in the 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 Juan Meraz, Assistant Vice President for DDI.

Student Diversity Leadership Training Program -- DDI and Division of Student Affairs Multicultural Student Services developing D & I training model for student organizations' leaders utilizing student peer trainers to be initiated in the fall 2019 semester.

President Councils on Diversity:

President's Community Diversity Council --The Spring meeting of the Community Diversity Council was held on April 3, 2019. [No Update]

President's Student Diversity Council -- The Spring semester meeting was held on April 9, 2019 [No Update].

Scholar 2 Scholar Program (S2S) -- S2S is a campus-wide research initiative for undergraduate students awarded work-study funds with interest in assisting faculty from all disciplines as research assistants by engaging in faculty research projects. Dr. Adena Young-Jones, DDI Diversity Fellow, facilitates S2S administration.

<https://diversity.missouristate.edu/Scholar2Scholar.htm>

Diversity Talent Hub Job Fair -- A Spring semester Job Fair provided opportunity for local employers to meet/interview diverse and traditional-aged targeted college underrepresented students for internship and co-operative job opportunities and potential full-time careers. Employers and college and community college students attended. Prosper 2025, Workforce Development, and DDI were community collaborators.

Interfaith Diversity Taskforce -- Taskforce composed of Multicultural Programs, the General Counsel's Office, DDI, various faith and spiritual leaders created a shared space entitled the "Room of Reflection" at the Mary Jean Price Annex. The room is a quiet space for reflection, mediation and prayers. It is not specific to any one religion or faith and can be customized to meet the needs of any religious, non-religious or spiritual practices.

Religious Diversity Climate Survey -- The university and DDI was awarded the 2018 Values, Interfaith Engagement, and Worldview Survey (VIEWS) scholarship. At a minimum, 4,000 student participants were surveyed. The VIEWS data is to be used to develop specific campus recommendations and/or goals regarding religious diversity on campus.

Brother 2 Brother (B2B) -- B2B is a local student mentoring program and affiliate of the Student African American Brotherhood (SAAB) <http://saabnational.org/> that has a MSU chapter and an OTC chapter. The CDO serves as advisor to the MSU chapter. The members and mentors/advisors meet monthly. The Springfield Community Foundation of the Ozarks (CFO) is fiscal agent for National SAAB. Discussions underway regarding a SAAB Ambassadors Council.

2018-2019 Action Plan -- CDO developed Division for Diversity and Inclusion priorities for fall 2018-spring 2019 with assistance of Offices of the President and Provost, Administrative Council, Academic Leadership Council as well as deans of colleges and department heads. [Continuing]

Diversity MODES -- [A Springfield Area Higher Education Diversity Consortium] - monthly meetings chaired by AVDI. MODES charge is to facilitate retention of underrepresented group students on local college campuses.

Minorities in Business (MIB) -- MIB continues monthly MIB Networking events. MSU Women's Basketball Coach "Mox" spoke at the June event.

Springfield 2025: Higher Education Project: Pathway to Educational Success [Talent Hub]

Background: Lumina Foundation and Rockefeller Enterprises Philanthropy Advisors are collaborating on development and funding of **Talent Hubs** for the next phase of Project 2025 to increase post-secondary attainment of traditional-age targeted underrepresented students ages 18-24 who are currently enrolled in post-secondary education with certifications, 2-year and 4-year degrees who will graduate within 2 years. Talent Hub is a partnership comprised of MSU, OTC, Prosper 2015, Community Partnership of the Ozarks, and Community Foundation of the Ozarks. [No Update]

Missouri Diversity Officers in Higher Education (MODOHE) -- CDO participating in Ad Hoc Committee meetings/discussions reorganizing state chapter of National Association of Diversity Officers in Higher Education (MODOHE).

Assistant to the President/Chief Diversity Officer (CDO) Activity Report:

CDO attended various events during following months:

MAY 2019

CDO attended Springfield Metropolitan Bar Association Law Day Luncheon and opened program with invocation on May 1, 2019.

CDO attended the Milly Project play at Willard High School on May 3, 2019.

CDO attended “Sound the Alarm” Mission Mixer with local Red Cross Chapter on May 6, 2019.

CDO attended dinner meeting with Graduate College Associate Dean candidate Dr. Algerian Hart on May 7, 2019.

CDO participated in Faculty Diversity Initiative meeting regarding applicant Professor Leonard Horton on May 9, 2019.

CDO met with Springfield Public School District Community Work team at Kraft Administrative Center on May 13, 2019.

CDO participated in President’s Finals Breakfast at Blair-Shannon dining hall on May 13, 2019.

CDO attended and sponsored table at the Prosper Springfield’s 2nd Annual Breakfast meeting on May 14, 2019.

CDO attended dinner meeting with Graduate College Associate Dean Candidate Dr. Stephen Dilks on May 14, 2019.

CDO attended Board of Governors’ informal dinner on May 15, 2019.

CDO attended Community Leadership Forum breakfast at Watershed Center on May 16, 2019.

CDO attended Board of Governors’ committee meetings, board meetings and MSU baseball game with Board on May 16, 2019.

CDO attended Missouri State University commencement ceremonies on May 17, 2019.

CDO attended College Bound Cap and Gown Ball with Board of Governors’ President Gabe Gore and Governor Amy Counts in St. Louis on May 18, 2019.

CDO attended and sponsored table at SBJ 12 People to Know featuring MSU Basketball Coach Dana Ford on May 21, 2019.

CDO met with Dr. Stephen Kleinsmith, Director of School & Community Partnerships, College of Education, regarding HEED application process issues on May 23, 2019.

CDO met with representatives from the Missouri Missionary State Baptist Convention, including President Dr. Buie, and Social Justice Chair on May 23, 2019, regarding outreach, recruitment and retention of underrepresented students.

CDO met with City Utilities Legal Counsel, Maurice Moss, regarding advisor role with MIB on May 28, 2019.

CDO and Equity Work group Co-Chair met with SPS Co-Chairs regarding diversity and inclusion within SPS district on May 28, 2019.

June 2019

CDO and Assistant Vice President Juan Meraz presented workshop at Missouri Association of Convention & Business Bureaus Annual Conference entitled “Diversity Awareness 101” on June 4, 2019.

Assistant Vice President for Diversity & Inclusion Activity Report [Juan Meraz]:

Participated in Diversity Executives Leadership Academy Inaugural Inclusion Conference (35), Washington D.C. – Serve on Advisory Board (12) May 2019.

Held conference call with Jimmy Cabrera to discuss opportunities to present Motivational Speeches in Southwest Missouri.

Participated in Natural World Assessment Workshop to review student works for Public Affairs Assessment (40) on May 21-22, 2019.

Facilitated Diversity Session for Leadership Springfield Group 3 as introduction to inclusion (24) on May 23, 2019.

Meeting with Bias Response team to review any incidents that have taken place on campus.

Facilitated Diversity Training for Supervisors on campus in collaboration with HR (40) on May 24, 2019.

Attended MODES meeting at OTC to get updates from partner institutions about diversity plans and implementation on campuses

Attended Maroon Nation Ball – Fundraiser for MSU Emergency Fund on May 31, 2019.

DDI Faculty Diversity Training Coordinator Activity Report- [Dr. Lyle Q. Foster]:

FDTC presented with Dr. Tim Knapp at the May Board of Governors’ meeting as the Missouri Statement agenda item on the Springfield-Green County African-American Heritage Trail.

FDTC served on a panel discussing “Advising Diverse Students” for the Master Advisor training at Missouri State University.

FDTC developed a proposal for the Springfield Convention and Visitor’s Bureau and the Springfield Area Chamber of Commerce on diversity training for small businesses in the hospitality and retail sector.

FDTC developed a training proposal for a health care assistant class on workplace diversity.

Submitted: June 5, 2019

X.A.

STUDENT BODY PRESIDENT REPORT

Mr. Abdillahi Dirie, President of the Student Body, will make a report to the Board of Governors.

X.B.

Student Affairs Report
Missouri State University Board of Governors
June 21, 2019

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 May Board Meeting include:

Enrollment Management & Services:

- **Associate Vice President for Enrollment Management & Services**, Don Simpson will retire on August 3rd after 41 years of service. After a national search, Dr. Rob Hornberger was appointed the new Associate Vice President and will assume these new duties on August 1st.
- Our first text to students utilizing our new texting platform was sent out this past week, thus communicating with students in a manner that they are more accustomed to.
- The **Career Center** has signed an agreement with a vendor (Handshake) to replace their current software system with one that is much more robust and user-friendly, both for students and employers. The new system is scheduled for implementation July 1.
- Enrollment for Summer (1 week before classes) indicates enrollment is up 125 students and 1,161 credit hours. This increase is comprised of an increase in graduate student enrollment and a slight decrease in undergraduate student enrollment.
- The Missouri Department of Elementary and Secondary Education conducted a compliance survey of the **Veteran Student Center (VSC)** regarding the processing of student's VA benefits. A sample of records was reviewed and found to be "complete, current, and adequate for VA reporting purposes." The VSC was cleared with no concerns.
- **Spring commencement** student headcount was 2,832 (2,242 undergraduate + 584 graduate).
- At this point we have awarded 2,844 credentials (570 graduate degrees, 2,096 undergraduate degrees, 170 graduate certificates, 87 undergraduate certificates) for spring 2019. (There are 221 degrees pending, i.e., there is still an issue that needs to be resolved before meeting graduation requirements.)

Magars Health and Wellness Center:

- 424 MSU employees, from both the Springfield and the West Plains campuses, took part in the Walking Challenge. 89% of respondents to the **MSU Wellness Walking Challenge** pre-survey indicated; "Yes, they believe MSU creates an environment that cares about the fitness and wellness of its employees." And, 69% of the post-survey respondents indicated: "Yes, they met or exceeded their daily step goal in the MSU Wellness Walking Challenge."

Campus Recreation:

- Finalized bleacher construction for seats backs at the **Betty and Bobby Allison Recreation Fields**
- Completed record number of **Project Graduations** and reservations for local schools (addition of Greenwood)
- Received notice of grant for a MSU River Runner Team (partnership with Veterans Student services and Recreation and Park Administration).

Multicultural Services:

- **Access Programs** added the Boys and Girls Club of Springfield as a partner and a new MOU agreement was pinned on May 13th.
- **BEARS LEAD** students have finished the year with an average 2.8 GPA with 16 students on the Dean's List.
- Multiple **BEARS LEAD** students have obtained positions on executive boards of student organizations like PINK and Sister Circle.

- 25 **TRIO** students graduated in May, 5 of which graduated with honors! (2 summa cum laude, 3 cum laude, and 1 in the honor's college). 15 of the graduates have been accepted into grad school.
- **TRIO** offered 486 hours of tutoring for the spring semester with 83% of students earning a "C" or above in the tutored classes.
- Another incoming class of **Inclusive Excellence Scholars** was selected, growing total number of scholars to over 80 students.

Residence Life, Housing and Dining:

- **Residence Life** successfully transitioned and closed halls for contract cleaning; Phase II renovation at Woods House; interior painting at Wells house and intersession housing in Hammons House. Camps and Conferences, Jump Start and Tent Theatre housing is up and going and Hammons House will open for summer school on Sunday, June 9.
- **Residence Hall** Students attended the National Association of College and University Residence Hall leadership conference hosted at LSU in Baton Rouge, LA.

Bookstore:

- **Bookstore** attended the Maroon Ball in Springfield on May 31 selling BEAR Wear to ball participants.
- Sales at the May Graduation increased by 48%, compared to the 2018 May ceremony.

Dean of Students:

- **Associate Vice President/Dean of Students** Thomas Lane has been appointed Vice President for Student Life at Kansas State University. His last day at MSU is today, June 21st. Of course, we wish him all the best.
- As of end of spring semester, **Disability Resource Center (DRC)** has seen an increase of 40 students compared to last year.
- The **DRC** hosted the MO AHEAD spring conference at Glass Hall (professional organization for Missouri disability service professionals). Over 73 attended the conference, which was themed *Compliance vs. Inclusion*.
- The Assistant Director of **Student Conduct**, Logan "Chris" Hanna will begin working on June 10th, 2019
- The spring **Fraternity and Sorority Life (FSL)** GPA is a 3.22, above the All Campus GPA of 3.16.
- The **Fraternity and Sorority Life** currently has 2,877 students engaged in Greek Letter Organizations.
- **FSL** community service increased hours 15.5% from spring 2018 (33,432 hours).
- **Fraternity and Sorority** chapters donated over \$32,000 to philanthropic initiatives.
- Construction has started on retail space in the **Plaster Student Union** (i.e., Freddy's, Panda Express and Starbucks).
- The **Counseling Center** staff provided 188 outreach programs during 2018-2019 and reached an additional 3,867 students, staff, faculty and parents through these efforts. Programs featured included: therapy groups, information sessions to Fraternity and Sorority Life, Residential Life programs/trainings, mental health awareness & coping presentations, yoga, informational programs for parents and students during SOAR and many others.

Respectfully submitted by,



Dr. Dee Siscoe

Vice President for Student Affairs

XI.A.

STAFF SENATE REPORT

Mr. Jon Lee, Chair of the Staff Senate, will make a report to the Board of Governors.

MarCom updates since the May 16, 2019 meeting

Website Refresh

The next major pages to be redesigned on the Missouri State website -- “Future Students” page and the “How-to-apply” -- are scheduled to be completed by end of June. The overall design will then be rolled out across the website over the coming year. By redesigning within the current architecture, the team has been able to more expeditiously create an experience that empowers users to guide and control their journey, engage with the brand, and easily find what they’re looking for.

Provost Enrollment Enhancement Grants

All director groups within MarCom continue work with recipients of the Provost Enrollment Enhancement Grants to develop and execute strategic marketing plans that will aid them with engaging prospective students with regard to their programs - ideally resulting in increased enrollment. This is an integrated approach that incorporates web, print, digital marketing and visual assets. Currently the teams are working with Criminology Degree and Certificate Marketing, and the College of Education.

Market Research Project

In April, the university engaged SimpsonScarborough, a leader in Higher Education market research, to assist in better understanding the reputation and messaging of the Springfield campus. The research is based on surveys sent in May to prospective students, current students, faculty, staff, alumni and high school guidance counselors. Response to the surveys met targeted goals and analysis is currently underway. Results will be presented at the August retreat.

Web Strategy and Development

The team continues to update academic and administrative websites and support the Foundation and Alumni organizations. A large academic update soon to be completed is the Department of Geography, Geology and Planning site.

University Communications

The team is embarking on a new area of support for admissions and academic programs -- digital marketing. Erika Brame transitioned to new position, Marketing Strategist, this spring. She will be overseeing the digital marketing program. We currently have several pilot projects in place for the office of admissions.

They continue to successfully actively pitch and promote professors and their associated research with national media – not only to identify them as expert resources, but also to promote their articles for use across the U.S.

Visual Media

The team is preparing new videos for the upcoming academic year – including Mind’s Eye and What’s New. They continue to partner with the Foundation on the many visual media elements for the upcoming campaign. They have also been very busy supporting athletics via photographic and video coverage of spring sports.

Editorial and Design Services

The team continues to be very busy partnering with Admissions on variable data related pieces. This will expand to a new small-batch variable data view book, coming this fall.

They are also heavily engaged with large projects originating from the Foundation.

XIII.A.

**Missouri State University
Fees No.
2019-2020 Fee Schedule Amendment
Board Resolution**

BE IT RESOLVED by the Board of Governors for Missouri State University that the following fee schedule changes be adopted, effective commencing with the Fall 2019 semester.

Springfield Campus Required Student Fees

Missouri State University Springfield campus will waive collecting \$5.00 of the \$223.00 per credit hour regular instruction tuition fee for Missouri resident undergraduate students and will waive collecting \$6.00 of the \$530.00 per semester student services fees.

The following represents the approved fees and the amount to be collected:

Tuition (Fall 2019, Spring 2020, and Summer 2020)

	Approved Missouri Resident	To Be Collected Missouri Resident
Regular Instruction (per credit hour)		
Courses numbered 1-599	\$223.00	\$218.00

**Student Services Fees (assessed in addition to Tuition)
Fall 2019 and Spring 2020**

	Credit Hours						
	1 hr	2 hrs	3 hrs	4 hrs	5 hrs	6 hrs	7 hrs or more
Total Approved Fee	183.00	234.00	285.00	336.00	386.00	438.00	530.00
To Be Collected	182.00	233.00	283.00	333.00	382.00	433.00	524.00

Summer 2020

	Credit Hours			
	1 hr	2 hrs	3 hrs	4 hrs or more
Total approved Fee	120.00	163.00	208.00	254.00
To Be Collected	119.00	162.00	206.00	251.00

BE IT FURTHER RESOLVED that previous actions by the Board of Governors covered in this schedule of student fees and deposits be modified accordingly, the Board of Governors reserves its discretion to further modify fees and charges as it determines necessary and appropriate.

Gabriel E. Gore
Chair of the Board

Passed at the meeting of June 21, 2019

Kristan E. Gochenauer, Secretary

XIII.B.

**Missouri State University
Fees No.
2019-2020 Fee Schedule Amendment
Board Resolution**

BE IT RESOLVED by the Board of Governors for Missouri State University that the following fee schedule changes be adopted, effective commencing with the Fall 2019 semester.

West Plains Campus Required Student Fees

Missouri State University West Plains campus will waive collecting \$2.00 of the \$132.00 per credit hour regular instruction tuition fee for Missouri resident undergraduate students.

The following represents the approved fees and the amount to be collected:

Tuition (Fall 2019, Spring 2020, and Summer 2020)

	Approved Missouri Resident	To Be Collected Missouri Resident
Regular Instruction (per credit hour)		
Courses numbered 1-599	\$132.00	\$130.00

BE IT FURTHER RESOLVED that previous actions by the Board of Governors covered in this schedule of student fees and deposits be modified accordingly, the Board of Governors reserves its discretion to further modify fees and charges as it determines necessary and appropriate.

Gabriel E. Gore
Chair of the Board

Passed at the meeting of June 21, 2019

Kristan E. Gochenauer, Secretary

XIII.C.



**Missouri
State**TM

U N I V E R S I T Y

**FY20
INTERNAL OPERATING BUDGET**

YEAR ENDING JUNE 30, 2020

MISSOURI STATE UNIVERSITY

FINANCE NO.
Request for FY20 Internal Operating Budget

The following resoluition 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, 2020, consisting of \$192,992,085 in budgeted operating revenues, \$102,430,520 in budgeted non-operating revenues, \$276,559,294 in budgeted expenses, \$(19,493,271) in budgeted transfers and \$4,995,954 in budgeted non-recurring allocations be adopted and administered through the following funds:

	Budgeted Operating Revenues*	Budgeted Non- Operating Revenues	Budgeted Expenses	Budgeted Transfers	Increase (Decrease) in Net Position (including non-recurring allocations)	Non-recurring Allocations	Increase (Decrease) in Net Position (excluding non-recurring allocations)
Springfield Campus							
Operating Fund	\$ 114,080,111	\$ 87,737,166	\$ 195,034,337	\$ (7,647,649)	\$ (864,709)	\$ 4,053,173	\$ 3,188,464
Total Designated Funds	19,753,466	3,387,038	21,145,548	(1,223,335)	771,621	-	771,621
Total Auxiliary System Fund	53,258,167	4,693,451	48,359,361	(10,510,582)	(918,325)	942,781	24,456
Total Springfield Campus	187,091,744	95,817,655	264,539,246	(19,381,566)	(1,011,413)	4,995,954	3,984,541
West Plains Campus							
Operating Fund	4,183,380	6,122,715	10,083,660	119,828	342,263	-	342,263
Total Designated Funds	100,000	485,000	528,968	(21,266)	34,766	-	34,766
Total Auxiliary System Fund	1,616,961	5,150	1,407,420	(210,267)	4,424	-	4,424
Total West Plains Campus	5,900,341	6,612,865	12,020,048	(111,705)	381,453	-	381,453
Total Budget	\$ 192,992,085	\$ 102,430,520	\$ 276,559,294	\$ (19,493,271)	\$ (629,960)	\$ 4,995,954	\$ 4,365,994

*Budgeted Operating Revenues are net of \$27,911,903 of Scholarships.

Gabriel E. Gore
Chair of the Board

Passed at Meeting of
June 21, 2019

Kristan E. Gochenauer
Secretary

The FY20 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.



**Missouri
State**TM

U N I V E R S I T Y

INTERNAL OPERATING BUDGET

YEAR ENDING JUNE 30, 2020

Missouri State University
 Operating Budget Summary
 All Funds
 For the Year Ending June 30, 2020

	Operating Funds	Designated Funds	Auxiliary Funds	Total Springfield	West Plains	FY20	FY19	Change	
Operating Revenue									Operating Revenue
Tuition and fees	\$ 139,988,339.50	\$ 7,217,144.00	\$ 12,288,846.00	\$ 159,494,329.50	\$ 4,545,939.00	\$ 164,040,268.50	\$ 165,735,463.50	\$ (1,695,195.00)	Tuition and fees
Scholarships and fellowships	(27,911,903.00)	(231,000.00)	(5,906,738.00)	(34,049,641.00)	(496,000.00)	(34,545,641.00)	(32,615,461.00)	(1,930,180.00)	Scholarships and fellowships
Grants and contracts	150,000.00	1,055,000.00	-	1,205,000.00	-	1,205,000.00	1,195,000.00	10,000.00	Grants and contracts
Sales and services of educational services	152,767.00	11,551,672.00	1,154,701.00	12,859,140.00	141,000.00	13,000,140.00	10,748,929.00	2,251,211.00	Sales and services of educational services
Sales and services - auxiliaries	-	8,000.00	45,166,677.00	45,174,677.00	1,543,773.00	46,718,450.00	48,835,673.00	(2,117,223.00)	Sales and services - auxiliaries
Other revenues	1,700,907.00	152,650.00	554,681.00	2,408,238.00	165,629.00	2,573,867.00	2,397,246.52	176,620.48	Other revenues
Total Operating Revenue	114,080,110.50	19,753,466.00	53,258,167.00	187,091,743.50	5,900,341.00	192,992,084.50	196,296,851.02	(3,304,766.52)	Total Operating Revenue
Operating Expenses									Operating Expenses
Faculty and Staff Salaries	106,270,081.07	7,768,689.62	15,320,496.60	129,359,267.29	6,499,978.43	135,859,245.72	133,463,264.78	2,395,980.94	Faculty and Staff Salaries
Part-time help	1,205,865.30	856,918.00	785,299.00	2,848,082.30	341,034.95	3,189,117.25	2,860,573.30	328,543.95	Part-time help
Student help	1,678,799.64	767,735.00	2,968,879.00	5,415,413.64	165,286.00	5,580,699.64	5,162,198.35	418,501.29	Student help
Overtime	95,836.00	21,860.00	130,110.00	247,806.00	4,541.00	252,347.00	263,179.00	(10,832.00)	Overtime
Graduate Assistants	4,080,080.53	236,565.93	637,193.50	4,953,839.96	-	4,953,839.96	4,880,570.53	73,269.43	Graduate Assistants
Other personnel	7,060,581.47	1,883,078.93	4,521,481.50	13,465,141.90	510,861.95	13,976,003.85	13,166,521.18	809,482.67	Other personnel
Benefits	45,172,818.30	2,969,176.62	5,743,438.70	53,885,433.62	2,303,876.90	56,189,310.52	53,292,649.30	2,896,661.22	Benefits
Utilities	5,310,011.00	380,487.00	2,400,843.00	8,091,341.00	326,984.00	8,418,325.00	8,524,220.00	(105,895.00)	Utilities
Capital outlay	5,905,158.37	361,336.00	275,000.00	6,541,494.37	66,915.00	6,608,409.37	3,790,209.37	2,818,200.00	Capital outlay
Travel	1,507,330.39	177,050.00	2,027,245.00	3,711,625.39	82,154.00	3,793,779.39	3,743,477.82	50,301.57	Travel
Supplies and services	16,293,525.22	3,978,982.00	15,336,595.00	35,609,102.22	862,442.30	36,471,544.52	36,918,432.14	(446,887.62)	Supplies and services
Other	6,227,330.90	3,626,748.00	2,296,270.00	12,150,348.90	1,336,836.00	13,487,184.90	16,803,284.13	(3,316,099.23)	Other
Bad debt expense	1,287,500.00	-	437,991.00	1,725,491.00	30,000.00	1,755,491.00	1,830,491.00	(75,000.00)	Bad debt expense
Supplies and services	31,220,844.88	8,144,116.00	20,373,101.00	59,738,061.88	2,378,347.30	62,116,409.18	63,085,894.46	(969,485.28)	Supplies and services
Total Operating Expenses	195,034,336.72	21,145,548.17	48,359,360.80	264,539,245.69	12,020,048.58	276,559,294.27	271,532,549.72	5,026,744.55	Total Operating Expenses
Operating Income (Loss)	(80,954,226.22)	(1,392,082.17)	4,898,806.20	(77,447,502.19)	(6,119,707.58)	(83,567,209.77)	(75,235,698.70)	(8,331,511.07)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)									Other Non-operating Revenues (Expenses)
State appropriations (less 3%)	83,230,032.00	1,473,276.00	-	84,703,308.00	6,477,715.00	91,181,023.00	80,899,023.00	10,282,000.00	State appropriations (less 3%)
Gifts	861,151.00	1,877,762.00	4,684,951.00	7,423,864.00	45,000.00	7,468,864.00	7,130,119.00	338,745.00	Gifts
Investment income	3,615,983.00	36,000.00	8,500.00	3,660,483.00	90,150.00	3,750,633.00	2,276,317.00	1,474,316.00	Investment income
Other non-operating revenue (expense)	30,000.00	-	-	30,000.00	-	30,000.00	30,000.00	-	Other non-operating revenue (expense)
Debt Service Transfers	(3,143,025.00)	(2,107,188.00)	(12,687,644.88)	(17,937,857.88)	(111,704.29)	(18,049,562.17)	(16,078,903.43)	(1,970,658.74)	Debt Service Transfers
Operating Transfers, net	(4,504,624.00)	883,853.00	2,177,062.44	(1,443,708.56)	-	(1,443,708.56)	(2,585,569.56)	1,141,861.00	Operating Transfers, net
Net Non-operating Revenues	80,089,517.00	2,163,703.00	(5,817,131.44)	76,436,088.56	6,501,160.71	82,937,249.27	71,670,986.01	11,266,263.26	Net Non-operating Revenues
Increase (Decrease) in Net Position including non-recurring	(864,709.22)	771,620.83	(918,325.24)	(1,011,413.63)	381,453.13	(629,960.50)	(3,564,712.69)	2,934,752.19	Increase (Decrease) in Net Position including non-recurring
Non-Recurring Allocations included in FY20 Budget	4,053,173.00	-	942,780.83	4,995,953.83	-	4,995,953.83	3,956,445.00	1,039,508.83	Non-Recurring Allocations included in FY20 Budget
Increase (Decrease) in Net Position excluding non-recurring	\$ 3,188,463.78	\$ 771,620.83	\$ 24,455.59	\$ 3,984,540.20	\$ 381,453.13	\$ 4,365,993.33	\$ 391,732.31	\$ 3,974,261.02	Increase (Decrease) in Net Position excluding non-recurring



**Missouri
State**TM

U N I V E R S I T Y

OPERATING FUND

YEAR ENDING JUNE 30, 2020

Missouri State University
 Operating Budget
 Operating Funds
 For the Year Ending June 30, 2020

	FY20	FY19	Change
Operating Revenue			
Tuition and fees	\$ 139,988,339.50	\$ 140,873,891.50	\$ (885,552.00)
Scholarships and fellowships	(27,911,903.00)	(26,510,067.00)	(1,401,836.00)
Grants and contracts	150,000.00	150,000.00	-
Sales and services of educational services	152,767.00	152,767.00	-
Sales and services - auxiliaries	-	-	-
Other revenues	1,700,907.00	1,585,557.00	115,350.00
Total Operating Revenue	<u>114,080,110.50</u>	<u>116,252,148.50</u>	<u>(2,172,038.00)</u>
Operating Expenses			
Faculty and Staff Salaries	106,270,081.07	104,875,750.51	1,394,330.56
Part-time help	1,205,865.30	1,163,083.30	42,782.00
Student help	1,678,799.64	1,705,955.35	(27,155.71)
Overtime	95,836.00	109,067.00	(13,231.00)
Graduate Assistants	4,080,080.53	4,129,334.53	(49,254.00)
Other personnel	7,060,581.47	7,107,440.18	(46,858.71)
Benefits	45,172,818.30	42,905,202.28	2,267,616.02
Utilities	5,310,011.00	5,430,227.00	(120,216.00)
Capital outlay	5,905,158.37	2,691,308.37	3,213,850.00
Travel	1,507,330.39	1,520,824.82	(13,494.43)
Supplies and services	16,293,525.22	16,687,143.84	(393,618.62)
Other	6,227,330.90	9,261,707.50	(3,034,376.60)
Bad debt expense	1,287,500.00	1,287,500.00	-
Supplies and services	31,220,844.88	31,448,484.53	(227,639.65)
Total Operating Expenses	<u>195,034,336.72</u>	<u>191,767,104.50</u>	<u>3,267,232.22</u>
Operating Income (Loss)	<u>(80,954,226.22)</u>	<u>(75,514,956.00)</u>	<u>(5,439,270.22)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	83,230,032.00	74,181,540.00	9,048,492.00
Gifts	861,151.00	811,256.00	49,895.00
Investment income	3,615,983.00	2,171,983.00	1,444,000.00
Other non-operating revenue (expense)	30,000.00	30,000.00	-
Other Non-operating Revenues (Expenses)	<u>87,737,166.00</u>	<u>77,194,779.00</u>	<u>10,542,387.00</u>
Debt Service Transfers			
Capital Lease - Utility Improvements	(644,279.00)	(644,279.00)	-
Capital Lease - Steinway Pianos	(186,624.00)	-	(186,624.00)
Academic Issues - 2010, 2014, & Brick City	(2,312,122.00)	(850,155.00)	(1,461,967.00)
Debt Service Transfers	<u>(3,143,025.00)</u>	<u>(1,494,434.00)</u>	<u>(1,648,591.00)</u>
Operating Transfers			
Operating - Hammons Student Center/Plaster Sports Complex	(218,782.00)	(218,782.00)	-
Operating - Intercollegiate Athletics	(8,079,126.00)	(7,717,338.00)	(361,788.00)
Operating - Broadcast Services	(486,595.00)	(486,595.00)	-
Operating - JK Hammons Hall for the Performing Arts	(355,000.00)	(355,000.00)	-
Operating - Printing Services	(5,200.00)	(10,700.00)	5,500.00
Operating - Tent Theater	(171,300.00)	-	(171,300.00)
MCHHS Differential Fees - Operating Indirect Cost	108,523.00	-	108,523.00
Bookstore - Operating Budget Suppl	300,000.00	300,000.00	-
Bookstore - Operating Indirect Cost	938,753.00	938,753.00	-
Residence Life - Operating Indirect Cost	2,329,114.00	2,329,114.00	-
Plaster Student Union - Operating Indirect Cost	220,779.00	220,779.00	-
Plaster Student Union - Operating Volunteer Programs	66,677.00	66,677.00	-
Procurement Card Rebate - Operating Indirect Cost	200,000.00	200,000.00	-
Health & Wellness Center - Operating Indirect Cost	491,941.00	491,941.00	-
Transit - Operating Indirect Cost	135,592.00	79,317.00	56,275.00
Transfer from Auxiliaries - Recharge	20,000.00	20,000.00	-
Operating Transfers	<u>(4,504,624.00)</u>	<u>(4,141,834.00)</u>	<u>(362,790.00)</u>
Net Non-operating Revenues	<u>80,089,517.00</u>	<u>71,558,511.00</u>	<u>8,531,006.00</u>
Increase (Decrease) in Net Position	<u>(864,709.22)</u>	<u>(3,956,445.00)</u>	<u>3,091,735.78</u>
Non-Recurring Allocations included in FY20 Budget	<u>4,053,173.00</u>	<u>3,956,445.00</u>	<u>96,728.00</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 3,188,463.78</u>	<u>\$ -</u>	<u>\$ 3,188,463.78</u>

Missouri State University
Operating Budget
Operating Funds by Cost Center
For the Year Ending June 30, 2020

	Revenue	President	Provost	Internal Audit and Risk Management	Chief Financial Officer	Vice President Administrative Services	Vice President Research and Economic Development	Vice President Student Affairs	Vice President University Advancement	Vice President Marketing and Communications	CIO Information Services	University Wide	Scholarships	Non-Recurring Funds	FY20	FY19	Change	
Operating Revenue																		Operating Revenue
Tuition and fees	\$ 139,988,339.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 139,988,339.50	\$ 140,873,891.50	\$ (885,552.00)	Tuition and fees
Scholarships and fellowships	(243,900.00)	(675,567.00)	(397,052.00)	-	-	-	-	-	-	-	-	-	(26,595,384.00)	-	(27,911,903.00)	(26,510,067.00)	(1,401,836.00)	Scholarships and fellowships
Grants and contracts	150,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	150,000.00	150,000.00	-	Grants and contracts
Sales and services of educational services	82,600.00	-	-	-	-	-	-	-	11,000.00	-	59,167.00	-	-	-	152,767.00	152,767.00	-	Sales and services of educational services
Sales and services - auxiliaries	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	Sales and services - auxiliaries
Other revenues	1,700,907.00	-	-	-	-	-	-	-	-	-	-	-	-	-	1,700,907.00	1,585,557.00	115,350.00	Other revenues
Total Operating Revenue	141,677,946.50	(675,567.00)	(397,052.00)						11,000.00		59,167.00		(26,595,384.00)		114,080,110.50	116,252,148.50	(2,172,038.00)	Total Operating Revenue
Operating Expenses																		Operating Expenses
Faculty and Staff Salaries	-	2,000,126.52	77,556,148.98	249,863.00	2,367,412.48	7,988,086.69	1,485,752.15	4,780,662.75	2,047,149.50	1,275,285.00	3,514,496.00	3,005,098.00	-	-	106,270,081.07	104,875,750.51	1,394,330.56	Faculty and Staff Salaries
Part-time help	-	6,363.00	704,433.00	28,500.00	50,242.00	160,480.22	26,030.00	175,258.00	10,621.00	155.08	43,783.00	-	-	-	1,205,865.30	1,163,083.30	42,782.00	Part-time help
Student help	-	3,500.00	856,755.80	-	17,352.00	103,378.00	41,574.00	386,037.84	112,371.00	15,165.00	142,666.00	-	-	-	1,678,799.64	1,705,955.35	(27,155.71)	Student help
Overtime	-	-	9,000.00	-	-	65,182.00	-	8,315.00	5,705.00	-	7,634.00	-	-	-	95,836.00	109,067.00	(13,231.00)	Overtime
Graduate Assistants	-	56,793.00	3,629,398.00	-	41,014.00	13,732.00	90,659.00	216,582.00	21,239.53	10,663.00	-	-	-	-	4,080,080.53	4,129,334.53	(49,254.00)	Graduate Assistants
Other personnel	-	66,656.00	5,199,586.80	28,500.00	108,608.00	342,772.22	158,263.00	786,192.84	149,936.53	25,983.08	194,083.00	-	-	-	7,060,581.47	7,107,440.18	(46,858.71)	Other personnel
Benefits	-	765,034.73	28,646,634.84	103,015.85	900,469.74	2,945,401.41	564,722.23	1,818,500.70	768,832.39	483,344.92	1,329,715.49	413,698.00	6,433,448.00	-	45,172,818.30	42,905,202.28	2,267,616.02	Benefits
Utilities	-	-	21,271.00	-	-	9,200.00	-	-	-	-	-	5,279,540.00	-	-	5,310,011.00	5,430,227.00	(120,216.00)	Utilities
Capital outlay	-	12,898.00	2,448,294.90	-	-	20,000.00	121,059.47	10,000.00	8,400.00	-	84,506.00	-	-	3,200,000.00	5,905,158.37	2,691,308.37	3,213,850.00	Capital outlay
Travel	-	109,380.00	1,048,423.26	1,325.00	21,170.00	47,920.00	63,655.13	70,415.00	47,380.00	15,894.00	29,350.00	52,418.00	-	-	1,507,330.39	1,520,824.82	(13,494.43)	Travel
Supplies and services	-	1,336,222.49	5,515,282.23	5,226.00	180,559.00	2,333,676.83	132,647.52	1,056,950.00	240,937.15	156,195.00	426,600.00	4,909,229.00	-	-	16,293,525.22	16,687,143.84	(393,618.62)	Supplies and services
Other	-	438,191.00	2,390,695.27	765.00	30,681.00	298,763.08	35,143.98	138,665.00	241,969.57	51,398.00	37,056.00	2,477,054.00	-	86,949.00	6,227,330.90	9,261,707.50	(3,034,376.60)	Other
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	1,287,500.00	-	-	1,287,500.00	1,287,500.00	-	Bad debt expense
Supplies and services	-	1,896,691.49	11,402,695.66	7,316.00	232,410.00	2,700,359.91	352,506.10	1,276,030.00	538,686.72	223,487.00	577,512.00	8,726,201.00	-	3,286,949.00	31,220,844.88	31,448,484.53	(227,639.65)	Supplies and services
Total Operating Expenses	-	4,728,508.74	122,826,337.28	388,694.85	3,608,900.22	13,985,820.23	2,561,243.48	8,661,386.29	3,504,605.14	2,008,100.00	5,615,806.49	17,424,537.00	6,433,448.00	3,286,949.00	195,034,336.72	191,767,104.50	3,267,232.22	Total Operating Expenses
Operating Income (Loss)	141,677,946.50	(5,404,075.74)	(123,223,389.28)	(388,694.85)	(3,608,900.22)	(13,985,820.23)	(2,561,243.48)	(8,661,386.29)	(3,493,605.14)	(2,008,100.00)	(5,556,639.49)	(17,424,537.00)	(33,028,832.00)	(3,286,949.00)	(80,954,226.22)	(75,514,956.00)	(5,439,270.22)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)																		Other Non-operating Revenues (Expenses)
State appropriations	83,230,032.00	-	-	-	-	-	-	-	-	-	-	-	-	-	83,230,032.00	74,181,540.00	9,048,492.00	State appropriations
Gifts	861,151.00	-	-	-	-	-	-	-	-	-	-	-	-	-	861,151.00	811,256.00	49,895.00	Gifts
Investment income	3,615,983.00	-	-	-	-	-	-	-	-	-	-	-	-	-	3,615,983.00	2,171,983.00	1,444,000.00	Investment income
Other non-operating revenue (expense)	30,000.00	-	-	-	-	-	-	-	-	-	-	-	-	-	30,000.00	30,000.00	-	Other non-operating revenue (expense)
Debt Service Transfers	-	(50,000.00)	(136,624.00)	-	-	-	-	-	-	-	-	(2,956,401.00)	-	-	(3,143,025.00)	(1,494,434.00)	(1,648,591.00)	Debt Service Transfers
Operating Transfers, net	-	-	-	-	-	20,000.00	-	-	-	-	-	-	-	(629,600.00)	(4,504,624.00)	(4,141,834.00)	(362,790.00)	Operating Transfers, net
Net Non-operating Revenues	87,737,166.00	(50,000.00)	(136,624.00)			20,000.00						(6,851,425.00)		(629,600.00)	80,089,517.00	71,558,511.00	8,531,006.00	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ 229,415,112.50	\$ (5,454,075.74)	\$ (123,360,013.28)	\$ (388,694.85)	\$ (3,608,900.22)	\$ (13,965,820.23)	\$ (2,561,243.48)	\$ (8,661,386.29)	\$ (3,493,605.14)	\$ (2,008,100.00)	\$ (5,556,639.49)	\$ (24,275,962.00)	\$ (33,028,832.00)	\$ (3,916,549.00)	\$ (864,709.22)	\$ (3,956,445.00)	\$ 3,091,735.78	Increase (Decrease) in Net Position
Non-Recurring Allocations included in FY20 Budget															4,053,173.00	3,956,445.00	96,728.00	Non-Recurring Allocations included in FY20 Budget
Increase (Decrease) in Net Position excluding non-recurring															\$ 3,188,463.78	\$ -	\$ 3,188,463.78	Increase (Decrease) in Net Position excluding non-recurring

Missouri State University
 Operating Budget
 Provost - Colleges
 For the Year Ending June 30, 2020

	Provost Office	College of Arts and Letters	College of Business Administration	College of Education	College of Health and Human Services	College of Humanities and Public Affairs	College of Natural and Applied Sciences	Graduate College	Library	College of Agriculture	FY20	FY19	Change	
Operating Revenue														Operating Revenue
Tuition and fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Tuition and fees
Scholarships and fellowships	(72,152.00)	(324,900.00)	-	-	-	-	-	-	-	-	(397,052.00)	(462,052.00)	65,000.00	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	-	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	-	-	-	-	-	-	-	-	-	-	-	-	-	Sales and services of educational services
Sales and services - auxiliaries	-	-	-	-	-	-	-	-	-	-	-	-	-	Sales and services - auxiliaries
Other revenues	-	-	-	-	-	-	-	-	-	-	-	-	-	Other revenues
Total Operating Revenue	(72,152.00)	(324,900.00)	-	-	-	-	-	-	-	-	(397,052.00)	(462,052.00)	65,000.00	Total Operating Revenue
Operating Expenses														Operating Expenses
Faculty and Staff Salaries	5,106,840.18	13,566,868.46	13,813,639.67	6,623,624.53	12,953,195.31	8,179,984.71	11,320,106.17	696,757.36	2,614,069.54	2,681,063.05	77,556,148.98	76,716,623.56	839,525.42	Faculty and Staff Salaries
Part-time help	353,333.00	29,007.00	13,994.00	45,340.00	72,282.00	29,882.00	-	73,770.00	36,325.00	50,500.00	704,433.00	651,334.00	53,099.00	Part-time help
Student help	248,682.80	108,817.00	53,012.00	17,000.00	46,525.00	38,300.00	91,500.00	12,154.00	199,000.00	41,765.00	856,755.80	866,613.00	(9,857.20)	Student help
Overtime	500.00	-	5,000.00	-	-	1,500.00	-	-	2,000.00	-	9,000.00	9,231.00	(231.00)	Overtime
Graduate Assistants	359,449.00	693,067.00	412,284.00	151,958.00	430,142.00	292,695.00	978,765.00	146,127.00	19,457.00	145,454.00	3,629,398.00	3,630,447.00	(1,049.00)	Graduate Assistants
Other personnel	961,964.80	830,891.00	484,290.00	214,298.00	548,949.00	362,377.00	1,070,265.00	232,051.00	256,782.00	237,719.00	5,199,586.80	5,157,625.00	41,961.80	Other personnel
Benefits	1,871,222.54	4,935,592.77	5,088,863.13	2,413,094.79	4,797,017.02	3,028,612.09	4,243,877.93	264,142.52	1,000,186.46	1,004,025.59	28,646,634.84	27,430,879.29	1,215,755.55	Benefits
Utilities	6,500.00	-	-	-	-	-	1,745.00	-	-	13,026.00	21,271.00	25,771.00	(4,500.00)	Utilities
Capital outlay	513,457.90	86,375.00	34,216.00	-	61,228.00	-	10,000.00	37,500.00	1,705,518.00	-	2,448,294.90	2,432,444.90	15,850.00	Capital outlay
Travel	303,025.96	131,505.70	-	122,782.50	78,435.00	142,115.00	158,266.00	58,700.00	19,013.10	34,580.00	1,048,423.26	1,043,860.61	4,562.65	Travel
Supplies and services	1,662,251.23	523,294.00	330,856.00	320,299.00	407,443.00	250,561.00	642,512.00	132,003.00	1,038,913.00	207,150.00	5,515,282.23	5,361,648.87	153,633.36	Supplies and services
Other	1,620,864.32	154,778.95	137,277.00	88,344.00	109,551.00	54,233.00	30,327.00	139,024.00	22,483.00	33,813.00	2,390,695.27	2,510,934.34	(120,239.07)	Other
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	-	-	Bad debt expense
Supplies and services	4,099,599.41	895,953.65	502,349.00	531,425.50	656,657.00	446,909.00	841,105.00	367,227.00	2,785,927.10	275,543.00	11,402,695.66	11,348,888.72	53,806.94	Supplies and services
Total Operating Expenses	12,046,126.93	20,229,305.88	19,889,141.80	9,782,442.82	18,955,818.33	12,017,882.80	17,477,099.10	1,560,177.88	6,656,965.10	4,211,376.64	122,826,337.28	120,679,787.57	2,146,549.71	Total Operating Expenses
Operating Income (Loss)	(12,118,278.93)	(20,554,205.88)	(19,889,141.80)	(9,782,442.82)	(18,955,818.33)	(12,017,882.80)	(17,477,099.10)	(1,560,177.88)	(6,656,965.10)	(4,211,376.64)	(123,223,389.28)	(121,141,839.57)	(2,081,549.71)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)														Other Non-operating Revenues (Expenses)
State appropriations	-	-	-	-	-	-	-	-	-	-	-	-	-	State appropriations
Gifts	-	-	-	-	-	-	-	-	-	-	-	-	-	Gifts
Investment income	-	-	-	-	-	-	-	-	-	-	-	-	-	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	-	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	(30,000.00)	(106,624.00)	-	-	-	-	-	-	-	-	(136,624.00)	-	(136,624.00)	Debt Service Transfers
Operating Transfers, net	-	-	-	-	-	-	-	-	-	-	-	-	-	Operating Transfers, net
Net Non-operating Revenues	(30,000.00)	(106,624.00)	-	-	-	-	-	-	-	-	(136,624.00)	-	(136,624.00)	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ (12,148,278.93)	\$ (20,660,829.88)	\$ (19,889,141.80)	\$ (9,782,442.82)	\$ (18,955,818.33)	\$ (12,017,882.80)	\$ (17,477,099.10)	\$ (1,560,177.88)	\$ (6,656,965.10)	\$ (4,211,376.64)	\$ (123,360,013.28)	\$ (121,141,839.57)	\$ (2,218,173.71)	Increase (Decrease) in Net Position

**Missouri State University
Operating Budget
Non-Recurring Allocations
For the Year Ending June 30, 2020**

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Non-Recurring Allocations			
Insurance Premiums - FY10 Retirees	\$ 1,910.00	\$ 3,346.00	\$ (1,436.00)
VPRED Diversity Hire - 1st of 3	36,774.00	-	36,774.00
Provost Diversity Hire - 1st of 3	19,306.00	-	19,306.00
West Plains Diversity Hire - 2nd of 3	28,959.00	-	28,959.00
Greenwood Multi-Purpose Room Addition	3,200,000.00	-	3,200,000.00
Increased Medical July-Dec 2018	-	1,250,000.00	(1,250,000.00)
COAL - Diversity Hire - 3rd of 3	-	19,366.00	(19,366.00)
COE - Diversity Hire - 3rd of 3	-	20,961.00	(20,961.00)
Glenstone Rental	-	78,053.00	(78,053.00)
COAL - Diversity Hire - 3rd of 3	-	23,239.00	(23,239.00)
COB - Diversity Hire - 3rd of 3	-	56,959.00	(56,959.00)
CNAS - Diversity Hire - 3rd of 3	-	25,518.00	(25,518.00)
COAL - Diversity Hire - 3rd of 3	-	18,227.00	(18,227.00)
COAL - Diversity Hire - 3rd of 3	-	24,379.00	(24,379.00)
Total Budgeted Non-Recurring Allocations	<u>3,286,949.00</u>	<u>1,520,048.00</u>	<u>1,766,901.00</u>
Cost Center Non-Recurring Budget Allocations			
Steinway Piano Capital Lease	136,624.00	-	136,624.00
One-Time Retention Payment	-	1,806,797.00	(1,806,797.00)
Athletics Transfer*	629,600.00	629,600.00	-
Total Cost Center Non-Recurring Budget Allocations	<u>766,224.00</u>	<u>2,436,397.00</u>	<u>(1,670,173.00)</u>
Total Non-Recurring Allocations for FY20	<u>\$ 4,053,173.00</u>	<u>\$ 3,956,445.00</u>	<u>\$ 96,728.00</u>

*In FY16 the President's Enhancement Fund transferred \$1,886,200 to Athletics.



**Missouri
State**TM

U N I V E R S I T Y

DESIGNATED FUNDS

YEAR ENDING JUNE 30, 2020

Missouri State University
 Operating Budget
 Designated Funds
 For the Year Ending June 30, 2020

	Designated, Institutional Research, Match	Income and Service Centers Fund	Self Insurance Fund	Dedicated Fees	Broadcast Services	Defense and Strategic Studies	Greenwood Laboratory School	Jordan Valley Innovation Center	Journagan Ranch	Juanita K. Hammons Hall Performing Arts	FY20	FY19	Change	
Operating Revenue														Operating Revenue
Tuition and fees	\$ 482,855.00	\$ 2,421,815.00	\$ -	\$ 3,537,500.00	\$ -	\$ 741,374.00	\$ -	\$ -	\$ -	\$ 33,600.00	\$ 7,217,144.00	\$ 7,464,944.00	\$ (247,800.00)	Tuition and fees
Scholarships and fellowships	-	-	-	(80,000.00)	-	(116,000.00)	(35,000.00)	-	-	-	(231,000.00)	(212,500.00)	(18,500.00)	Scholarships and fellowships
Grants and contracts	-	-	-	-	925,000.00	-	-	120,000.00	-	10,000.00	1,055,000.00	1,045,000.00	10,000.00	Grants and contracts
Sales and services of educational services	2,239,581.00	4,208,644.00	-	-	603,100.00	-	2,577,580.00	412,767.00	675,000.00	835,000.00	11,551,672.00	10,479,461.00	1,072,211.00	Sales and services of educational services
Sales and services - auxiliaries	-	-	-	-	-	-	8,000.00	-	-	-	8,000.00	5,000.00	3,000.00	Sales and services - auxiliaries
Other revenues	-	11,650.00	30,000.00	-	111,000.00	-	-	-	-	-	152,650.00	138,600.00	14,050.00	Other revenues
Total Operating Revenue	2,722,436.00	6,642,109.00	30,000.00	3,457,500.00	1,639,100.00	625,374.00	2,550,580.00	532,767.00	675,000.00	878,600.00	19,753,466.00	18,920,505.00	832,961.00	Total Operating Revenue
Operating Expenses														Operating Expenses
Faculty and Staff Salaries	1,249,388.19	2,278,885.50	57,621.19	183,040.00	1,260,487.00	527,163.00	1,277,167.00	275,205.80	121,945.00	537,786.94	7,768,689.62	7,657,751.37	110,938.25	Faculty and Staff Salaries
Part-time help	161,950.00	111,500.00	3,000.00	-	62,998.00	86,602.00	401,000.00	10,868.00	-	19,000.00	856,918.00	630,704.00	226,214.00	Part-time help
Student help	15,346.00	147,500.00	5,478.00	415,715.00	32,900.00	3,061.00	42,735.00	-	-	105,000.00	767,735.00	850,831.00	(83,096.00)	Student help
Overtime	-	-	-	5,510.00	16,000.00	350.00	-	-	-	-	21,860.00	18,356.00	3,504.00	Overtime
Graduate Assistants	72,551.00	-	10,202.00	86,370.00	-	55,611.93	-	-	-	11,831.00	236,565.93	135,039.00	101,526.93	Graduate Assistants
Other personnel	249,847.00	259,000.00	18,680.00	507,595.00	111,898.00	145,624.93	443,735.00	10,868.00	-	135,831.00	1,883,078.93	1,634,930.00	248,148.93	Other personnel
Benefits	442,376.98	867,959.74	28,010.35	107,433.37	470,346.21	112,292.89	592,005.24	102,471.17	46,217.15	200,063.52	2,969,176.62	2,806,143.56	163,033.06	Benefits
Utilities	-	-	-	-	-	-	-	204,000.00	2,500.00	173,987.00	380,487.00	380,613.00	(126.00)	Utilities
Capital outlay	-	110,000.00	14,336.00	237,000.00	-	-	-	-	-	-	361,336.00	397,920.00	(36,584.00)	Capital outlay
Travel	91,047.00	40,000.00	4,703.00	-	-	1,000.00	21,800.00	-	15,000.00	3,500.00	177,050.00	186,254.00	(9,204.00)	Travel
Supplies and services	192,535.00	1,818,709.00	45,000.00	1,103,515.00	-	35,525.00	105,919.00	71,836.00	436,000.00	169,943.00	3,978,982.00	3,892,450.00	86,532.00	Supplies and services
Other	102,570.00	59,131.00	36,650.00	1,266,974.00	1,927,325.00	59,799.00	30,285.00	72,386.00	43,000.00	28,628.00	3,626,748.00	3,900,653.63	(273,905.63)	Other
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	-	-	Bad debt expense
Supplies and services	386,152.00	2,027,840.00	100,689.00	2,607,489.00	1,927,325.00	96,324.00	158,004.00	144,222.00	494,000.00	202,071.00	8,144,116.00	8,377,277.63	(233,161.63)	Supplies and services
Total Operating Expenses	2,327,764.17	5,433,685.24	205,000.54	3,405,557.37	3,770,056.21	881,404.82	2,470,911.24	736,766.97	664,662.15	1,249,739.46	21,145,548.17	20,856,715.56	288,832.61	Total Operating Expenses
Operating Income (Loss)	394,671.83	1,208,423.76	(175,000.54)	51,942.63	(2,130,956.21)	(256,030.82)	79,668.76	(203,999.97)	10,337.85	(371,139.46)	(1,392,082.17)	(1,936,210.56)	544,128.39	Operating Income (Loss)
Other Non-operating Revenues (Expenses)														Other Non-operating Revenues (Expenses)
State appropriations	1,382,245.00	-	-	-	-	91,031.00	-	-	-	-	1,473,276.00	891,276.00	582,000.00	State appropriations
Gifts	-	-	-	-	1,644,362.00	165,000.00	8,400.00	-	-	60,000.00	1,877,762.00	1,767,507.00	110,255.00	Gifts
Investment income	-	-	-	1,000.00	-	-	-	-	-	35,000.00	36,000.00	5,684.00	30,316.00	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	-	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	(1,112,148.00)	(995,040.00)	-	-	-	-	-	-	-	-	(2,107,188.00)	(2,107,288.00)	100.00	Debt Service Transfers
Operating Transfers, net	(148,000.00)	5,200.00	-	(38,942.00)	486,595.00	-	-	204,000.00	-	375,000.00	883,853.00	1,506,353.00	(622,500.00)	Operating Transfers, net
Net Non-operating Revenues	122,097.00	(989,840.00)	-	(37,942.00)	2,130,957.00	256,031.00	8,400.00	204,000.00	-	470,000.00	2,163,703.00	2,063,532.00	100,171.00	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ 516,768.83	\$ 218,583.76	\$ (175,000.54)	\$ 14,000.63	\$ 0.79	\$ 0.18	\$ 88,068.76	\$ 0.03	\$ 10,337.85	\$ 98,860.54	\$ 771,620.83	\$ 127,321.44	\$ 644,299.39	Increase (Decrease) in Net Position

Missouri State University
 Operating Budget
 Dedicated Student Fees
 For the Year Ending June 30, 2020

	Student Computer User	Student Security	Student Involvement	Student Government Association	Wyrick Student Project	Student Initiative Fund	Student Sustainability	Hutchens/SGA Centennial Leaders Scholarship	FY20	FY19	Change	
Operating Revenue												Operating Revenue
Tuition and fees	\$ 2,057,000.00	\$ 185,500.00	\$ 820,000.00	\$ 33,000.00	\$ 107,000.00	\$ 100,000.00	\$ 130,000.00	\$ 105,000.00	\$ 3,537,500.00	\$ 3,797,900.00	\$ (260,400.00)	Tuition and fees
Scholarships and fellowships	-	-	-	-	-	-	-	(80,000.00)	(80,000.00)	(80,000.00)	-	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	-	-	-	-	-	-	-	-	-	-	-	Sales and services of educational services
Sales and services - auxiliaries	-	-	-	-	-	-	-	-	-	-	-	Sales and services - auxiliaries
Other revenues	-	-	-	-	-	-	-	-	-	-	-	Other revenues
Total Operating Revenue	2,057,000.00	185,500.00	820,000.00	33,000.00	107,000.00	100,000.00	130,000.00	25,000.00	3,457,500.00	3,717,900.00	(260,400.00)	Total Operating Revenue
Operating Expenses												Operating Expenses
Faculty and Staff Salaries	86,044.00	96,996.00	-	-	-	-	-	-	183,040.00	174,543.43	8,496.57	Faculty and Staff Salaries
Part-time help	-	-	-	-	-	-	-	-	-	-	-	Part-time help
Student help	415,715.00	-	-	-	-	-	-	-	415,715.00	546,670.00	(130,955.00)	Student help
Overtime	2,010.00	3,500.00	-	-	-	-	-	-	5,510.00	2,006.00	3,504.00	Overtime
Graduate Assistants	86,370.00	-	-	-	-	-	-	-	86,370.00	10,970.00	75,400.00	Graduate Assistants
Other personnel	504,095.00	3,500.00	-	-	-	-	-	-	507,595.00	559,646.00	(52,051.00)	Other personnel
Benefits	71,610.67	35,822.70	-	-	-	-	-	-	107,433.37	62,959.58	44,473.79	Benefits
Utilities	-	-	-	-	-	-	-	-	-	-	-	Utilities
Capital outlay	-	-	-	-	107,000.00	-	130,000.00	-	237,000.00	256,200.00	(19,200.00)	Capital outlay
Travel	-	-	-	-	-	-	-	-	-	-	-	Travel
Supplies and services	1,091,515.00	-	-	-	-	-	-	12,000.00	1,103,515.00	1,054,223.00	49,292.00	Supplies and services
Other	303,735.00	49,181.00	781,058.00	33,000.00	-	100,000.00	-	-	1,266,974.00	1,552,376.88	(285,402.88)	Other
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	Bad debt expense
Supplies and services	1,395,250.00	49,181.00	781,058.00	33,000.00	107,000.00	100,000.00	130,000.00	12,000.00	2,607,489.00	2,862,799.88	(255,310.88)	Supplies and services
Total Operating Expenses	2,056,999.67	185,499.70	781,058.00	33,000.00	107,000.00	100,000.00	130,000.00	12,000.00	3,405,557.37	3,659,948.89	(254,391.52)	Total Operating Expenses
Operating Income (Loss)	0.33	0.30	38,942.00	-	-	-	-	13,000.00	51,942.63	57,951.11	(6,008.48)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)												Other Non-operating Revenues (Expenses)
State appropriations	-	-	-	-	-	-	-	-	-	-	-	State appropriations
Gifts	-	-	-	-	-	-	-	-	-	-	-	Gifts
Investment income	-	-	-	-	-	-	-	1,000.00	1,000.00	684.00	316.00	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	-	-	-	-	-	-	-	-	-	-	-	Debt Service Transfers
Operating Transfers, net	-	-	(38,942.00)	-	-	-	-	-	(38,942.00)	(38,942.00)	-	Operating Transfers, net
Net Non-operating Revenues	-	-	(38,942.00)	-	-	-	-	1,000.00	(37,942.00)	(38,258.00)	316.00	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ 0.33	\$ 0.30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,000.00	\$ 14,000.63	\$ 19,693.11	\$ (5,692.48)	Increase (Decrease) in Net Position

Missouri State University
Operating Budget
Broadcast Services
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	925,000.00	920,000.00	5,000.00
Sales and services of educational services	603,100.00	621,600.00	(18,500.00)
Other revenues	<u>111,000.00</u>	<u>103,000.00</u>	<u>8,000.00</u>
Total Operating Revenue	<u>1,639,100.00</u>	<u>1,644,600.00</u>	<u>(5,500.00)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>1,260,487.00</u>	<u>1,213,037.38</u>	<u>47,449.62</u>
Part-time help	62,998.00	70,362.00	(7,364.00)
Student help	32,900.00	30,200.00	2,700.00
Overtime	16,000.00	16,000.00	-
Graduate Assistants	-	10,000.00	(10,000.00)
Other personnel	<u>111,898.00</u>	<u>126,562.00</u>	<u>(14,664.00)</u>
Benefits	<u>470,346.21</u>	<u>442,937.59</u>	<u>27,408.62</u>
Utilities	-	-	-
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	-	-	-
Other	1,927,325.00	1,903,555.00	23,770.00
Bad debt expense	-	-	-
Supplies and services	<u>1,927,325.00</u>	<u>1,903,555.00</u>	<u>23,770.00</u>
Total Operating Expenses	<u>3,770,056.21</u>	<u>3,686,091.97</u>	<u>83,964.24</u>
Operating Income (Loss)	<u>(2,130,956.21)</u>	<u>(2,041,491.97)</u>	<u>(89,464.24)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	1,644,362.00	1,534,107.00	110,255.00
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	<u>486,595.00</u>	<u>486,595.00</u>	<u>-</u>
Net Non-operating Revenues	<u>2,130,957.00</u>	<u>2,020,702.00</u>	<u>110,255.00</u>
Increase (Decrease) in Net Position	<u>\$ 0.79</u>	<u>\$ (20,789.97)</u>	<u>\$ 20,790.76</u>

Missouri State University
Operating Budget
Defense & Strategic Studies
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ 741,374.00	\$ 741,374.00	\$ -
Scholarships and fellowships	(116,000.00)	(116,000.00)	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	-	-	-
Other revenues	-	-	-
Total Operating Revenue	<u>625,374.00</u>	<u>625,374.00</u>	<u>-</u>
Operating Expenses			
Faculty and Staff Salaries	<u>527,163.00</u>	<u>511,785.64</u>	<u>15,377.36</u>
Part-time help	86,602.00	86,602.00	-
Student help	3,061.00	3,061.00	-
Overtime	350.00	350.00	-
Graduate Assistants	<u>55,611.93</u>	<u>54,575.00</u>	<u>1,036.93</u>
Other personnel	<u>145,624.93</u>	<u>144,588.00</u>	<u>1,036.93</u>
Benefits	<u>112,292.89</u>	<u>121,553.22</u>	<u>(9,260.33)</u>
Utilities	<u>-</u>	<u>-</u>	<u>-</u>
Capital outlay	-	-	-
Travel	1,000.00	1,000.00	-
Supplies and services	35,525.00	35,525.00	-
Other	59,799.00	75,991.75	(16,192.75)
Bad debt expense	<u>-</u>	<u>-</u>	<u>-</u>
Supplies and services	<u>96,324.00</u>	<u>112,516.75</u>	<u>(16,192.75)</u>
Total Operating Expenses	<u>881,404.82</u>	<u>890,443.61</u>	<u>(9,038.79)</u>
Operating Income (Loss)	<u>(256,030.82)</u>	<u>(265,069.61)</u>	<u>9,038.79</u>
Other Non-operating Revenues (Expenses)			
State appropriations	91,031.00	91,031.00	-
Gifts	165,000.00	165,000.00	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	<u>-</u>	<u>-</u>	<u>-</u>
Net Non-operating Revenues	<u>256,031.00</u>	<u>256,031.00</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ 0.18</u>	<u>\$ (9,038.61)</u>	<u>\$ 9,038.79</u>

Missouri State University
 Operating Budget
 Jordan Valley Innovation Center
 For the Year Ending June 30, 2020

	FY20	FY19	Change
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	120,000.00	120,000.00	-
Sales and services of educational services	412,767.00	481,949.00	(69,182.00)
Sales and services - auxiliaries	-	-	-
Other revenues	-	-	-
Total Operating Revenue	<u>532,767.00</u>	<u>601,949.00</u>	<u>(69,182.00)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>275,205.80</u>	<u>344,710.49</u>	<u>(69,504.69)</u>
Part-time help	10,868.00	9,880.00	988.00
Student help	-	-	-
Overtime	-	-	-
Graduate Assistants	-	-	-
Other personnel	<u>10,868.00</u>	<u>9,880.00</u>	<u>988.00</u>
Benefits	<u>102,471.17</u>	<u>125,096.39</u>	<u>(22,625.22)</u>
Utilities	<u>204,000.00</u>	<u>204,000.00</u>	<u>-</u>
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	71,836.00	57,195.00	14,641.00
Other	72,386.00	70,975.00	1,411.00
Bad debt expense	-	-	-
Supplies and services	<u>144,222.00</u>	<u>128,170.00</u>	<u>16,052.00</u>
Total Operating Expenses	<u>736,766.97</u>	<u>811,856.88</u>	<u>(75,089.91)</u>
Operating Income (Loss)	<u>(203,999.97)</u>	<u>(209,907.88)</u>	<u>5,907.91</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	<u>204,000.00</u>	<u>204,000.00</u>	<u>-</u>
Net Non-operating Revenues	<u>204,000.00</u>	<u>204,000.00</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ 0.03</u>	<u>\$ (5,907.88)</u>	<u>\$ 5,907.91</u>

Missouri State University
Operating Budget
Juanita K Hammons Hall Performing Arts
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ 33,600.00	\$ 36,000.00	\$ (2,400.00)
Scholarships and fellowships	-	-	-
Grants and contracts	10,000.00	5,000.00	5,000.00
Sales and services of educational services	835,000.00	620,000.00	215,000.00
Sales and services - auxiliaries	-	-	-
Other revenues	-	-	-
Total Operating Revenue	<u>878,600.00</u>	<u>661,000.00</u>	<u>217,600.00</u>
Operating Expenses			
Faculty and Staff Salaries	537,786.94	546,439.19	(8,652.25)
Part-time help	19,000.00	19,000.00	-
Student help	105,000.00	95,000.00	10,000.00
Overtime	-	-	-
Graduate Assistants	11,831.00	7,815.00	4,016.00
Other personnel	135,831.00	121,815.00	14,016.00
Benefits	200,063.52	198,559.67	1,503.85
Utilities	173,987.00	174,113.00	(126.00)
Capital outlay	-	-	-
Travel	3,500.00	3,500.00	-
Supplies and services	169,943.00	169,943.00	-
Other	28,628.00	28,628.00	-
Bad debt expense	-	-	-
Supplies and services	202,071.00	202,071.00	-
Total Operating Expenses	<u>1,249,739.46</u>	<u>1,242,997.86</u>	<u>6,741.60</u>
Operating Income (Loss)	<u>(371,139.46)</u>	<u>(581,997.86)</u>	<u>210,858.40</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	60,000.00	60,000.00	-
Investment income	35,000.00	5,000.00	30,000.00
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	375,000.00	410,000.00	(35,000.00)
Net Non-operating Revenues	<u>470,000.00</u>	<u>475,000.00</u>	<u>(5,000.00)</u>
Increase (Decrease) in Net Position	<u>\$ 98,860.54</u>	<u>\$ (106,997.86)</u>	<u>\$ 205,858.40</u>



**Missouri
State**TM

U N I V E R S I T Y

AUXILIARY SYSTEM FUND

YEAR ENDING JUNE 30, 2020

Missouri State University
Operating Budget
Auxiliary Funds
For the Year Ending June 30, 2020

	Bookstore	Residence Life	Plaster Student Union	Magers Health and Wellness Center	Intercollegiate Athletics	Athletic Facilities	Transit	B.E.A.R. Fee	Auxiliary System Fees	Bill R. Foster and Family Recreation Center	FY20	FY19	Change	
Operating Revenue														Operating Revenue
Tuition and fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,288,846.00	\$ -	\$ 12,288,846.00	\$ 13,185,356.00	\$ (896,510.00)	Tuition and fees
Scholarships and fellowships	-	(816,162.00)	-	-	(5,090,576.00)	-	-	-	-	-	(5,906,738.00)	(5,402,594.00)	(504,144.00)	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	-	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	-	-	-	-	(24,299.00)	1,179,000.00	-	-	-	-	1,154,701.00	(24,299.00)	1,179,000.00	Sales and services of educational services
Sales and services - auxiliaries	2,750,000.00	31,587,843.00	1,060,250.00	2,323,400.00	4,682,184.00	108,000.00	2,429,000.00	-	-	226,000.00	45,166,677.00	47,343,299.00	(2,176,622.00)	Sales and services - auxiliaries
Other revenues	-	316,697.00	4,900.00	-	-	-	16,000.00	-	-	217,084.00	554,681.00	607,460.52	(52,779.52)	Other revenues
Total Operating Revenue	2,750,000.00	31,088,378.00	1,065,150.00	2,323,400.00	(432,691.00)	1,287,000.00	2,445,000.00	-	12,288,846.00	443,084.00	53,258,167.00	55,709,222.52	(2,451,055.52)	Total Operating Revenue
Operating Expenses														Operating Expenses
Faculty and Staff Salaries	677,551.65	4,225,603.26	923,799.70	2,490,560.09	4,701,122.97	690,046.40	1,021,773.00	-	-	590,039.53	15,320,496.60	14,737,250.15	583,246.45	Faculty and Staff Salaries
Part-time help	125,000.00	114,855.00	-	93,453.00	283,991.00	131,000.00	25,000.00	-	-	12,000.00	785,299.00	734,775.00	50,524.00	Part-time help
Student help	525,000.00	953,969.00	184,177.00	69,834.00	103,809.00	580,000.00	21,090.00	-	-	531,000.00	2,968,879.00	2,447,126.00	521,753.00	Student help
Overtime	12,000.00	45,911.00	6,895.00	5,000.00	15,304.00	17,000.00	27,000.00	-	-	1,000.00	130,110.00	131,215.00	(1,105.00)	Overtime
Graduate Assistants	-	230,439.50	60,892.00	13,014.00	197,560.00	20,772.00	-	-	-	114,516.00	637,193.50	616,197.00	20,996.50	Graduate Assistants
Other personnel	662,000.00	1,345,174.50	251,964.00	181,301.00	600,664.00	748,772.00	73,090.00	-	-	658,516.00	4,521,481.50	3,929,313.00	592,168.50	Other personnel
Benefits	259,682.03	1,570,715.13	323,047.89	926,971.17	1,759,271.35	264,723.68	375,321.55	-	-	263,705.90	5,743,438.70	5,428,415.79	315,022.91	Benefits
Utilities	23,794.00	1,667,257.00	321,099.00	-	-	-	135,000.00	90,565.00	-	163,128.00	2,400,843.00	2,386,396.00	14,447.00	Utilities
Capital outlay	-	25,000.00	-	20,000.00	112,000.00	18,000.00	-	-	-	100,000.00	275,000.00	634,066.00	(359,066.00)	Capital outlay
Travel	15,000.00	76,400.00	-	11,000.00	1,884,645.00	2,700.00	20,000.00	-	-	17,500.00	2,027,245.00	1,956,245.00	71,000.00	Travel
Supplies and services	501,697.00	10,446,939.00	268,229.00	178,000.00	1,817,905.00	301,809.00	1,532,226.00	-	-	289,790.00	15,336,595.00	15,514,109.00	(177,514.00)	Supplies and services
Other	115,000.00	485,819.00	39,477.00	18,000.00	1,315,871.00	63,903.00	5,000.00	200,000.00	-	53,200.00	2,296,270.00	2,346,918.00	(50,648.00)	Other
Bad debt expense	75,000.00	332,991.00	-	30,000.00	-	-	-	-	-	-	437,991.00	512,991.00	(75,000.00)	Bad debt expense
Supplies and services	706,697.00	11,367,149.00	307,706.00	257,000.00	5,130,421.00	386,412.00	1,557,226.00	200,000.00	-	460,490.00	20,373,101.00	20,964,329.00	(591,228.00)	Supplies and services
Total Operating Expenses	2,329,724.68	20,175,898.89	2,127,616.59	3,855,832.26	12,191,479.32	2,089,954.08	3,162,410.55	290,565.00	-	2,135,879.43	48,359,360.80	47,445,703.94	913,656.86	Total Operating Expenses
Operating Income (Loss)	420,275.32	10,912,479.11	(1,062,466.59)	(1,532,432.26)	(12,624,170.32)	(802,954.08)	(717,410.55)	(290,565.00)	12,288,846.00	(1,692,795.43)	4,898,806.20	8,263,518.58	(3,364,712.38)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)														Other Non-operating Revenues (Expenses)
State appropriations	-	-	-	-	-	-	-	-	-	-	-	-	-	State appropriations
Gifts	-	-	-	-	1,490,150.00	2,797,301.00	-	150,000.00	-	247,500.00	4,684,951.00	4,506,356.00	178,595.00	Gifts
Investment income	-	6,000.00	-	-	-	-	2,500.00	-	-	-	8,500.00	8,500.00	-	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	-	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	(9,343.00)	(3,995,319.00)	(430,692.18)	(820,337.50)	-	(4,444,506.00)	(356,997.20)	(1,491,435.00)	-	(1,139,015.00)	(12,687,644.88)	(12,365,477.14)	(322,167.74)	Debt Service Transfers
Operating Transfers, net	(1,238,753.00)	(7,035,557.00)	1,493,159.00	2,377,208.44	11,135,610.00	2,450,782.00	1,071,908.00	1,582,000.00	(12,288,846.00)	2,629,551.00	2,177,062.44	49,911.44	2,127,151.00	Operating Transfers, net
Net Non-operating Revenues	(1,248,096.00)	(11,024,876.00)	1,062,466.82	1,556,870.94	12,625,760.00	803,577.00	717,410.80	240,565.00	(12,288,846.00)	1,738,036.00	(5,817,131.44)	(7,800,709.70)	1,983,578.26	Net Non-operating Revenues
Increase (Decrease) in Net Position	(827,820.68)	(112,396.89)	0.23	24,438.68	1,589.68	622.92	0.25	(50,000.00)	-	45,240.57	(918,325.24)	462,808.88	(1,381,134.12)	Increase (Decrease) in Net Position
Non-Recurring Allocations included in FY20 Budget	-	467,770.59	265,101.18	-	-	111,764.86	98,144.20	-	-	-	942,780.83	-	942,780.83	
Increase (Decrease) in Net Position excluding non-recurring	\$ (827,820.68)	\$ 355,373.70	\$ 265,101.41	\$ 24,438.68	\$ 1,589.68	\$ 112,387.78	\$ 98,144.45	\$ (50,000.00)	\$ -	\$ 45,240.57	\$ 24,455.59	\$ 462,808.88	\$ (438,353.29)	

Missouri State University
Operating Budget
Bookstore
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	2,750,000.00	3,510,000.00	(760,000.00)
Other revenues	-	-	-
Total Operating Revenue	<u>2,750,000.00</u>	<u>3,510,000.00</u>	<u>(760,000.00)</u>
Operating Expenses			
Faculty and Staff Salaries	677,551.65	649,397.41	28,154.24
Part-time help	125,000.00	100,000.00	25,000.00
Student help	525,000.00	550,000.00	(25,000.00)
Overtime	12,000.00	12,000.00	-
Graduate Assistants	-	-	-
Other personnel	662,000.00	662,000.00	-
Benefits	259,682.03	242,512.76	17,169.27
Utilities	23,794.00	23,423.00	371.00
Capital outlay	-	100,000.00	(100,000.00)
Travel	15,000.00	15,000.00	-
Supplies and services	501,697.00	454,128.00	47,569.00
Other	115,000.00	115,000.00	-
Bad debt expense	75,000.00	150,000.00	(75,000.00)
Supplies and services	706,697.00	834,128.00	(127,431.00)
Total Operating Expenses	<u>2,329,724.68</u>	<u>2,411,461.17</u>	<u>(81,736.49)</u>
Operating Income (Loss)	<u>420,275.32</u>	<u>1,098,538.83</u>	<u>(678,263.51)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(9,343.00)	(9,343.00)	-
Operating Transfers, net	(1,238,753.00)	(1,238,753.00)	-
Net Non-operating Revenues	<u>(1,248,096.00)</u>	<u>(1,248,096.00)</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ (827,820.68)</u>	<u>\$ (149,557.17)</u>	<u>\$ (678,263.51)</u>

Missouri State University
Operating Budget
Residence Life
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	(816,162.00)	(816,162.00)	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	31,587,843.00	33,225,160.00	(1,637,317.00)
Other revenues	<u>316,697.00</u>	<u>328,185.52</u>	<u>(11,488.52)</u>
Total Operating Revenue	<u>31,088,378.00</u>	<u>32,737,183.52</u>	<u>(1,648,805.52)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>4,225,603.26</u>	<u>4,083,426.58</u>	<u>142,176.68</u>
Part-time help	114,855.00	114,855.00	-
Student help	953,969.00	870,774.00	83,195.00
Overtime	45,911.00	45,911.00	-
Graduate Assistants	<u>230,439.50</u>	<u>226,143.00</u>	<u>4,296.50</u>
Other personnel	<u>1,345,174.50</u>	<u>1,257,683.00</u>	<u>87,491.50</u>
Benefits	<u>1,570,715.13</u>	<u>1,486,956.45</u>	<u>83,758.68</u>
Utilities	<u>1,667,257.00</u>	<u>1,610,703.00</u>	<u>56,554.00</u>
Capital outlay	25,000.00	354,566.00	(329,566.00)
Travel	76,400.00	76,400.00	-
Supplies and services	10,446,939.00	10,446,787.00	152.00
Other	485,819.00	485,819.00	-
Bad debt expense	<u>332,991.00</u>	<u>332,991.00</u>	<u>-</u>
Supplies and services	<u>11,367,149.00</u>	<u>11,696,563.00</u>	<u>(329,414.00)</u>
Total Operating Expenses	<u>20,175,898.89</u>	<u>20,135,332.03</u>	<u>40,566.86</u>
Operating Income (Loss)	<u>10,912,479.11</u>	<u>12,601,851.49</u>	<u>(1,689,372.38)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	6,000.00	6,000.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(3,995,319.00)	(3,628,691.00)	(366,628.00)
Operating Transfers, net	<u>(7,035,557.00)</u>	<u>(8,722,837.00)</u>	<u>1,687,280.00</u>
Net Non-operating Revenues	<u>(11,024,876.00)</u>	<u>(12,345,528.00)</u>	<u>1,320,652.00</u>
Increase (Decrease) in Net Position	<u>(112,396.89)</u>	<u>256,323.49</u>	<u>(368,720.38)</u>
Non-Recurring Allocations included in FY20 Budget	<u>467,770.59</u>	<u>-</u>	<u>467,770.59</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 355,373.70</u>	<u>\$ 256,323.49</u>	<u>\$ 99,050.21</u>

Missouri State University
 Operating Budget
 Plaster Student Union
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 1,860,156.00	\$ (1,860,156.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	1,060,250.00	911,650.00	148,600.00
Other revenues	4,900.00	7,900.00	(3,000.00)
Total Operating Revenue	<u>1,065,150.00</u>	<u>2,779,706.00</u>	<u>(1,714,556.00)</u>
Operating Expenses			
Faculty and Staff Salaries	923,799.70	843,891.89	79,907.81
Part-time help	-	36,000.00	(36,000.00)
Student help	184,177.00	173,480.00	10,697.00
Overtime	6,895.00	3,000.00	3,895.00
Graduate Assistants	60,892.00	59,757.00	1,135.00
Other personnel	251,964.00	272,237.00	(20,273.00)
Benefits	323,047.89	307,958.14	15,089.75
Utilities	321,099.00	306,781.00	14,318.00
Capital outlay	-	-	-
Travel	-	22,100.00	(22,100.00)
Supplies and services	268,229.00	295,166.00	(26,937.00)
Other	39,477.00	31,025.00	8,452.00
Bad debt expense	-	-	-
Supplies and services	307,706.00	348,291.00	(40,585.00)
Total Operating Expenses	<u>2,127,616.59</u>	<u>2,079,159.03</u>	<u>48,457.56</u>
Operating Income (Loss)	<u>(1,062,466.59)</u>	<u>700,546.97</u>	<u>(1,763,013.56)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(430,692.18)	(430,692.18)	-
Operating Transfers, net	1,493,159.00	(248,360.00)	1,741,519.00
Net Non-operating Revenues	<u>1,062,466.82</u>	<u>(679,052.18)</u>	<u>1,741,519.00</u>
Increase (Decrease) in Net Position	<u>0.23</u>	<u>21,494.79</u>	<u>(21,494.56)</u>
Non-Recurring Allocations included in FY20 Budget	<u>265,101.18</u>	<u>-</u>	<u>265,101.18</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 265,101.41</u>	<u>\$ 21,494.79</u>	<u>\$ 243,606.62</u>

Missouri State University
Operating Budget
Magers Health & Wellness Center
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 3,044,987.00	\$ (3,044,987.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	2,323,400.00	2,129,400.00	194,000.00
Other revenues	-	-	-
Total Operating Revenue	<u>2,323,400.00</u>	<u>5,174,387.00</u>	<u>(2,850,987.00)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>2,490,560.09</u>	<u>2,386,358.65</u>	<u>104,201.44</u>
Part-time help	93,453.00	93,453.00	-
Student help	69,834.00	82,000.00	(12,166.00)
Overtime	5,000.00	10,000.00	(5,000.00)
Graduate Assistants	<u>13,014.00</u>	<u>12,771.00</u>	<u>243.00</u>
Other personnel	<u>181,301.00</u>	<u>198,224.00</u>	<u>(16,923.00)</u>
Benefits	<u>926,971.17</u>	<u>870,205.85</u>	<u>56,765.32</u>
Utilities	-	-	-
Capital outlay	20,000.00	20,000.00	-
Travel	11,000.00	11,000.00	-
Supplies and services	178,000.00	304,000.00	(126,000.00)
Other	18,000.00	72,000.00	(54,000.00)
Bad debt expense	<u>30,000.00</u>	<u>30,000.00</u>	<u>-</u>
Supplies and services	<u>257,000.00</u>	<u>437,000.00</u>	<u>(180,000.00)</u>
Total Operating Expenses	<u>3,855,832.26</u>	<u>3,891,788.50</u>	<u>(35,956.24)</u>
Operating Income (Loss)	<u>(1,532,432.26)</u>	<u>1,282,598.50</u>	<u>(2,815,030.76)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(820,337.50)	(820,362.50)	25.00
Operating Transfers, net	<u>2,377,208.44</u>	<u>(491,941.56)</u>	<u>2,869,150.00</u>
Net Non-operating Revenues	<u>1,556,870.94</u>	<u>(1,312,304.06)</u>	<u>2,869,175.00</u>
Increase (Decrease) in Net Position	<u>\$ 24,438.68</u>	<u>\$ (29,705.56)</u>	<u>\$ 54,144.24</u>

Missouri State University
 Operating Budget
 Intercollegiate Athletics
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 108,400.00	\$ (108,400.00)
Scholarships and fellowships	(5,090,576.00)	(4,586,432.00)	(504,144.00)
Grants and contracts	-	-	-
Sales and services of educational services	(24,299.00)	(24,299.00)	-
Sales and services - auxiliaries	4,682,184.00	4,324,184.00	358,000.00
Other revenues	-	-	-
Total Operating Revenue	<u>(432,691.00)</u>	<u>(178,147.00)</u>	<u>(254,544.00)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>4,701,122.97</u>	<u>4,513,119.98</u>	<u>188,002.99</u>
Part-time help	283,991.00	283,991.00	-
Student help	103,809.00	94,755.00	9,054.00
Overtime	15,304.00	15,304.00	-
Graduate Assistants	<u>197,560.00</u>	<u>193,873.00</u>	<u>3,687.00</u>
Other personnel	<u>600,664.00</u>	<u>587,923.00</u>	<u>12,741.00</u>
Benefits	<u>1,759,271.35</u>	<u>1,674,480.95</u>	<u>84,790.40</u>
Utilities	<u>-</u>	<u>-</u>	<u>-</u>
Capital outlay	112,000.00	35,000.00	77,000.00
Travel	1,884,645.00	1,779,645.00	105,000.00
Supplies and services	1,817,905.00	1,797,905.00	20,000.00
Other	1,315,871.00	1,315,871.00	-
Bad debt expense	<u>-</u>	<u>-</u>	<u>-</u>
Supplies and services	<u>5,130,421.00</u>	<u>4,928,421.00</u>	<u>202,000.00</u>
Total Operating Expenses	<u>12,191,479.32</u>	<u>11,703,944.93</u>	<u>487,534.39</u>
Operating Income (Loss)	<u>(12,624,170.32)</u>	<u>(11,882,091.93)</u>	<u>(742,078.39)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	1,490,150.00	1,297,555.00	192,595.00
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	<u>11,135,610.00</u>	<u>10,574,838.00</u>	<u>560,772.00</u>
Net Non-operating Revenues	<u>12,625,760.00</u>	<u>11,872,393.00</u>	<u>753,367.00</u>
Increase (Decrease) in Net Position	<u>\$ 1,589.68</u>	<u>\$ (9,698.93)</u>	<u>\$ 11,288.61</u>

Missouri State University
 Operating Budget
 Athletic Facilities
 For the Year Ending June 30, 2020

	Plaster Sports Complex	Hammons Student Center	JQH Arena	FY20	FY19	Change	
Operating Revenue							Operating Revenue
Tuition and fees	\$ -	\$ -	\$ -	\$ -	\$ 2,450,500.00	\$ (2,450,500.00)	Tuition and fees
Scholarships and fellowships	-	-	-	-	-	-	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	-	-	1,179,000.00	1,179,000.00	-	1,179,000.00	Sales and services of educational services
Sales and services - auxiliaries	37,000.00	21,000.00	50,000.00	108,000.00	560,405.00	(452,405.00)	Sales and services - auxiliaries
Other revenues	-	-	-	-	14,000.00	(14,000.00)	Other revenues
Total Operating Revenue	37,000.00	21,000.00	1,229,000.00	1,287,000.00	3,024,905.00	(1,737,905.00)	Total Operating Revenue
Operating Expenses							Operating Expenses
Faculty and Staff Salaries	28,103.00	395,693.50	266,249.90	690,046.40	666,884.03	23,162.37	Faculty and Staff Salaries
Part-time help	-	-	131,000.00	131,000.00	30,900.00	100,100.00	Part-time help
Student help	-	-	580,000.00	580,000.00	201,367.00	378,633.00	Student help
Overtime	1,000.00	8,000.00	8,000.00	17,000.00	17,000.00	-	Overtime
Graduate Assistants	-	10,258.00	10,514.00	20,772.00	20,772.00	-	Graduate Assistants
Other personnel	1,000.00	18,258.00	729,514.00	748,772.00	270,039.00	478,733.00	Other personnel
Benefits	10,378.92	146,064.89	108,279.87	264,723.68	243,550.86	21,172.82	Benefits
Utilities	-	-	-	-	-	-	Utilities
Capital outlay	-	18,000.00	-	18,000.00	18,000.00	-	Capital outlay
Travel	-	2,700.00	-	2,700.00	2,700.00	-	Travel
Supplies and services	60,356.00	144,202.00	97,251.00	301,809.00	301,809.00	-	Supplies and services
Other	18,000.00	19,903.00	26,000.00	63,903.00	63,903.00	-	Other
Bad debt expense	-	-	-	-	-	-	Bad debt expense
Supplies and services	78,356.00	184,805.00	123,251.00	386,412.00	386,412.00	-	Supplies and services
Total Operating Expenses	117,837.92	744,821.39	1,227,294.77	2,089,954.08	1,566,885.89	523,068.19	Total Operating Expenses
Operating Income (Loss)	(80,837.92)	(723,821.39)	1,705.23	(802,954.08)	1,458,019.11	(2,260,973.19)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)							Other Non-operating Revenues (Expenses)
State appropriations	-	-	-	-	-	-	State appropriations
Gifts	-	-	2,797,301.00	2,797,301.00	2,811,301.00	(14,000.00)	Gifts
Investment income	-	-	-	-	-	-	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	(148,575.00)	(427,599.00)	(3,868,332.00)	(4,444,506.00)	(4,437,304.26)	(7,201.74)	Debt Service Transfers
Operating Transfers, net	229,500.00	1,151,782.00	1,069,500.00	2,450,782.00	158,782.00	2,292,000.00	Operating Transfers, net
Net Non-operating Revenues	80,925.00	724,183.00	(1,531.00)	803,577.00	(1,467,221.26)	2,270,798.26	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ 87.08	\$ 361.61	\$ 174.23	\$ 622.92	\$ (9,202.15)	\$ 9,825.07	Increase (Decrease) in Net Position
Non-Recurring Allocations included in FY20 Budget	-	111,764.86	-	111,764.86	-	111,764.86	
Increase (Decrease) in Net Position excluding non-recurring	87.08	112,126.47	174.23	112,387.78	(9,202.15)	121,589.93	

Missouri State University
 Operating Budget
 Athletic Facilities-Plaster Sports Complex
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 335,000.00	\$ (335,000.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	37,000.00	37,000.00	-
Other revenues	-	-	-
Total Operating Revenue	<u>37,000.00</u>	<u>372,000.00</u>	<u>(335,000.00)</u>
Operating Expenses			
Faculty and Staff Salaries	28,103.00	26,911.38	1,191.62
Part-time help	-	1,900.00	(1,900.00)
Student help	-	53,367.00	(53,367.00)
Overtime	1,000.00	1,000.00	-
Graduate Assistants	-	-	-
Other personnel	1,000.00	56,267.00	(55,267.00)
Benefits	10,378.92	9,878.19	500.73
Utilities	-	-	-
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	60,356.00	60,356.00	-
Other	18,000.00	18,000.00	-
Bad debt expense	-	-	-
Supplies and services	78,356.00	78,356.00	-
Total Operating Expenses	<u>117,837.92</u>	<u>171,412.57</u>	<u>(53,574.65)</u>
Operating Income (Loss)	<u>(80,837.92)</u>	<u>200,587.43</u>	<u>(281,425.35)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(148,575.00)	(148,574.14)	(0.86)
Operating Transfers, net	229,500.00	(52,000.00)	281,500.00
Net Non-operating Revenues	<u>80,925.00</u>	<u>(200,574.14)</u>	<u>281,499.14</u>
Increase (Decrease) in Net Position	<u>87.08</u>	<u>13.29</u>	<u>73.79</u>
Non-Recurring Allocations included in FY20 Budget	<u>-</u>	<u>-</u>	<u>-</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 87.08</u>	<u>\$ 13.29</u>	<u>\$ 73.79</u>

Missouri State University
 Operating Budget
 Athletic Facilities-Hammons Student Center
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 1,640,000.00	\$ (1,640,000.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	21,000.00	21,000.00	-
Other revenues	-	-	-
Total Operating Revenue	<u>21,000.00</u>	<u>1,661,000.00</u>	<u>(1,640,000.00)</u>
Operating Expenses			
Faculty and Staff Salaries	395,693.50	382,787.01	12,906.49
Part-time help	-	19,000.00	(19,000.00)
Student help	-	133,000.00	(133,000.00)
Overtime	8,000.00	8,000.00	-
Graduate Assistants	10,258.00	10,258.00	-
Other personnel	18,258.00	170,258.00	(152,000.00)
Benefits	146,064.89	139,893.24	6,171.65
Utilities	-	-	-
Capital outlay	18,000.00	18,000.00	-
Travel	2,700.00	2,700.00	-
Supplies and services	144,202.00	144,202.00	-
Other	19,903.00	19,903.00	-
Bad debt expense	-	-	-
Supplies and services	184,805.00	184,805.00	-
Total Operating Expenses	<u>744,821.39</u>	<u>877,743.25</u>	<u>(132,921.86)</u>
Operating Income (Loss)	<u>(723,821.39)</u>	<u>783,256.75</u>	<u>(1,507,078.14)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(427,599.00)	(427,598.86)	(0.14)
Operating Transfers, net	1,151,782.00	(361,218.00)	1,513,000.00
Net Non-operating Revenues	<u>724,183.00</u>	<u>(788,816.86)</u>	<u>1,512,999.86</u>
Increase (Decrease) in Net Position	<u>361.61</u>	<u>(5,560.11)</u>	<u>5,921.72</u>
Non-Recurring Allocations included in FY20 Budget	<u>111,764.86</u>	<u>-</u>	<u>111,764.86</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 112,126.47</u>	<u>\$ (5,560.11)</u>	<u>\$ 117,686.58</u>

Missouri State University
 Operating Budget
 Athletic Facilities-JQH Arena
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 475,500.00	\$ (475,500.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	1,179,000.00	-	1,179,000.00
Sales and services - auxiliaries	50,000.00	502,405.00	(452,405.00)
Other revenues	-	14,000.00	(14,000.00)
Total Operating Revenue	<u>1,229,000.00</u>	<u>991,905.00</u>	<u>237,095.00</u>
Operating Expenses			
Faculty and Staff Salaries	266,249.90	257,185.64	9,064.26
Part-time help	131,000.00	10,000.00	121,000.00
Student help	580,000.00	15,000.00	565,000.00
Overtime	8,000.00	8,000.00	-
Graduate Assistants	10,514.00	10,514.00	-
Other personnel	729,514.00	43,514.00	686,000.00
Benefits	108,279.87	93,779.43	14,500.44
Utilities	-	-	-
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	97,251.00	97,251.00	-
Other	26,000.00	26,000.00	-
Bad debt expense	-	-	-
Supplies and services	123,251.00	123,251.00	-
Total Operating Expenses	<u>1,227,294.77</u>	<u>517,730.07</u>	<u>709,564.70</u>
Operating Income (Loss)	<u>1,705.23</u>	<u>474,174.93</u>	<u>(472,469.70)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	2,797,301.00	2,811,301.00	(14,000.00)
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(3,868,332.00)	(3,861,131.26)	(7,200.74)
Operating Transfers, net	1,069,500.00	572,000.00	497,500.00
Net Non-operating Revenues	<u>(1,531.00)</u>	<u>(477,830.26)</u>	<u>476,299.26</u>
Increase (Decrease) in Net Position	<u>174.23</u>	<u>(3,655.33)</u>	<u>3,829.56</u>
Non-Recurring Allocations included in FY20 Budget	-	-	-
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 174.23</u>	<u>\$ (3,655.33)</u>	<u>\$ 3,829.56</u>

Missouri State University
 Operating Budget
 Transit
 For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 1,205,000.00	\$ (1,205,000.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	2,429,000.00	2,441,000.00	(12,000.00)
Other revenues	<u>16,000.00</u>	<u>16,000.00</u>	<u>-</u>
Total Operating Revenue	<u>2,445,000.00</u>	<u>3,662,000.00</u>	<u>(1,217,000.00)</u>
Operating Expenses			
Faculty and Staff Salaries	<u>1,021,773.00</u>	<u>997,207.60</u>	<u>24,565.40</u>
Part-time help	25,000.00	53,576.00	(28,576.00)
Student help	21,090.00	19,250.00	1,840.00
Overtime	27,000.00	27,000.00	-
Graduate Assistants	-	-	-
Other personnel	<u>73,090.00</u>	<u>99,826.00</u>	<u>(26,736.00)</u>
Benefits	<u>375,321.55</u>	<u>360,820.71</u>	<u>14,500.84</u>
Utilities	<u>135,000.00</u>	<u>177,168.00</u>	<u>(42,168.00)</u>
Capital outlay	-	6,500.00	(6,500.00)
Travel	20,000.00	33,200.00	(13,200.00)
Supplies and services	1,532,226.00	1,613,103.00	(80,877.00)
Other	5,000.00	5,000.00	-
Bad debt expense	-	-	-
Supplies and services	<u>1,557,226.00</u>	<u>1,657,803.00</u>	<u>(100,577.00)</u>
Total Operating Expenses	<u>3,162,410.55</u>	<u>3,292,825.31</u>	<u>(130,414.76)</u>
Operating Income (Loss)	<u>(717,410.55)</u>	<u>369,174.69</u>	<u>(1,086,585.24)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	2,500.00	2,500.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(356,997.20)	(356,997.20)	-
Operating Transfers, net	<u>1,071,908.00</u>	<u>18,183.00</u>	<u>1,053,725.00</u>
Net Non-operating Revenues	<u>717,410.80</u>	<u>(336,314.20)</u>	<u>1,053,725.00</u>
Increase (Decrease) in Net Position	<u>0.25</u>	<u>32,860.49</u>	<u>(32,860.24)</u>
Non-Recurring Allocations included in FY20 Budget	<u>98,144.20</u>	<u>-</u>	<u>98,144.20</u>
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 98,144.45</u>	<u>\$ 32,860.49</u>	<u>\$ 65,283.96</u>

Missouri State University
Operating Budget
Bill R Foster and Family Recreation Center
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ 2,819,313.00	\$ (2,819,313.00)
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	226,000.00	241,500.00	(15,500.00)
Other revenues	217,084.00	241,375.00	(24,291.00)
Total Operating Revenue	<u>443,084.00</u>	<u>3,302,188.00</u>	<u>(2,859,104.00)</u>
Operating Expenses			
Faculty and Staff Salaries	590,039.53	540,201.34	49,838.19
Part-time help	12,000.00	22,000.00	(10,000.00)
Student help	531,000.00	455,500.00	75,500.00
Overtime	1,000.00	1,000.00	-
Graduate Assistants	114,516.00	102,881.00	11,635.00
Other personnel	658,516.00	581,381.00	77,135.00
Benefits	263,705.90	241,930.07	21,775.83
Utilities	163,128.00	157,048.00	6,080.00
Capital outlay	100,000.00	100,000.00	-
Travel	17,500.00	16,200.00	1,300.00
Supplies and services	289,790.00	301,211.00	(11,421.00)
Other	53,200.00	58,300.00	(5,100.00)
Bad debt expense	-	-	-
Supplies and services	460,490.00	475,711.00	(15,221.00)
Total Operating Expenses	<u>2,135,879.43</u>	<u>1,996,271.41</u>	<u>139,608.02</u>
Operating Income (Loss)	<u>(1,692,795.43)</u>	<u>1,305,916.59</u>	<u>(2,998,712.02)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	247,500.00	247,500.00	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(1,139,015.00)	(1,146,360.00)	7,345.00
Operating Transfers, net	2,629,551.00	-	2,629,551.00
Net Non-operating Revenues	<u>1,738,036.00</u>	<u>(898,860.00)</u>	<u>2,636,896.00</u>
Increase (Decrease) in Net Position	<u>\$ 45,240.57</u>	<u>\$ 407,056.59</u>	<u>\$ (361,816.02)</u>



**Missouri
State**TM

U N I V E R S I T Y

**WEST PLAINS CAMPUS
OPERATING & AUXILIARY**

YEAR ENDING JUNE 30, 2020

Missouri State University
 Operating Budget
 West Plains Funds
 For the Year Ending June 30, 2020

	West Plains Operating	West Plains Designated	West Plains Auxiliary	FY20	FY19	Change	
Operating Revenue							Operating Revenue
Tuition and fees	\$ 4,470,689.00	\$ -	\$ 75,250.00	\$ 4,545,939.00	\$ 4,211,272.00	\$ 334,667.00	Tuition and fees
Scholarships and fellowships	(443,600.00)	-	(52,400.00)	(496,000.00)	(490,300.00)	(5,700.00)	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	141,000.00	-	-	141,000.00	141,000.00	-	Sales and services of educational services
Sales and services - auxiliaries	-	-	1,543,773.00	1,543,773.00	1,487,374.00	56,399.00	Sales and services - auxiliaries
Other revenues	15,291.00	100,000.00	50,338.00	165,629.00	65,629.00	100,000.00	Other revenues
Total Operating Revenue	4,183,380.00	100,000.00	1,616,961.00	5,900,341.00	5,414,975.00	485,366.00	Total Operating Revenue
Operating Expenses							Operating Expenses
Faculty and Staff Salaries	5,869,420.49	335,352.48	295,205.46	6,499,978.43	6,192,512.75	307,465.68	Faculty and Staff Salaries
Part-time help	284,554.95	25,000.00	31,480.00	341,034.95	332,011.00	9,023.95	Part-time help
Student help	100,981.00	-	64,305.00	165,286.00	158,286.00	7,000.00	Student help
Overtime	4,541.00	-	-	4,541.00	4,541.00	-	Overtime
Graduate Assistants	-	-	-	-	-	-	Graduate Assistants
Other personnel	390,076.95	25,000.00	95,785.00	510,861.95	494,838.00	16,023.95	Other personnel
Benefits	2,069,609.79	122,926.42	111,340.69	2,303,876.90	2,152,887.67	150,989.23	Benefits
Utilities	279,704.00	-	47,280.00	326,984.00	326,984.00	-	Utilities
Capital outlay	66,915.00	-	-	66,915.00	66,915.00	-	Capital outlay
Travel	78,454.00	-	3,700.00	82,154.00	80,154.00	2,000.00	Travel
Supplies and services	632,244.00	33,599.00	196,599.30	862,442.30	824,729.30	37,713.00	Supplies and services
Other	667,236.00	12,090.00	657,510.00	1,336,836.00	1,294,005.00	42,831.00	Other
Bad debt expense	30,000.00	-	-	30,000.00	30,000.00	-	Bad debt expense
Supplies and services	1,474,849.00	45,689.00	857,809.30	2,378,347.30	2,295,803.30	82,544.00	Supplies and services
Total Operating Expenses	10,083,660.23	528,967.90	1,407,420.45	12,020,048.58	11,463,025.72	557,022.86	Total Operating Expenses
Operating Income (Loss)	(5,900,280.23)	(428,967.90)	209,540.55	(6,119,707.58)	(6,048,050.72)	(71,656.86)	Operating Income (Loss)
Other Non-operating Revenues (Expenses)							Other Non-operating Revenues (Expenses)
State appropriations	5,992,715.00	485,000.00	-	6,477,715.00	5,826,207.00	651,508.00	State appropriations
Gifts	45,000.00	-	-	45,000.00	45,000.00	-	Gifts
Investment income	85,000.00	-	5,150.00	90,150.00	90,150.00	-	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	(39,043.75)	-	(72,660.54)	(111,704.29)	(111,704.29)	-	Debt Service Transfers
Operating Transfers, net	158,872.00	(21,266.00)	(137,606.00)	-	-	-	Operating Transfers, net
Net Non-operating Revenues	6,242,543.25	463,734.00	(205,116.54)	6,501,160.71	5,849,652.71	651,508.00	Net Non-operating Revenues
Increase (Decrease) in Net Position	342,263.02	34,766.10	4,424.01	381,453.13	(198,398.01)	579,851.14	Increase (Decrease) in Net Position
Non-Recurring Allocations included in FY20 Budget	-	-	-	-	-	-	Non-Recurring Allocations included in FY20 Budget
Increase (Decrease) in Net Position excluding non-recurring	\$ 342,263.02	\$ 34,766.10	\$ 4,424.01	\$ 381,453.13	\$ (198,398.01)	\$ 579,851.14	Increase (Decrease) in Net Position excluding non-recurring

Missouri State University
Operating Budget
West Plains Operating
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ 4,470,689.00	\$4,136,022.00	\$ 334,667.00
Scholarships and fellowships	(443,600.00)	(443,600.00)	-
Grants and contracts	-	-	-
Sales and services of educational services	141,000.00	141,000.00	-
Sales and services - auxiliaries	-	-	-
Other revenues	15,291.00	15,291.00	-
Total Operating Revenue	<u>4,183,380.00</u>	<u>3,848,713.00</u>	<u>334,667.00</u>
Operating Expenses			
Faculty and Staff Salaries	5,869,420.49	5,630,486.50	238,933.99
Part-time help	284,554.95	292,731.00	(8,176.05)
Student help	100,981.00	100,981.00	-
Overtime	4,541.00	4,541.00	-
Graduate Assistants	-	-	-
Other personnel	390,076.95	398,253.00	(8,176.05)
Benefits	2,069,609.79	1,950,437.13	119,172.66
Utilities	279,704.00	279,704.00	-
Capital outlay	66,915.00	66,915.00	-
Travel	78,454.00	76,454.00	2,000.00
Supplies and services	632,244.00	597,037.00	35,207.00
Other	667,236.00	623,405.00	43,831.00
Bad debt expense	30,000.00	30,000.00	-
Supplies and services	1,474,849.00	1,393,811.00	81,038.00
Total Operating Expenses	<u>10,083,660.23</u>	<u>9,652,691.63</u>	<u>430,968.60</u>
Operating Income (Loss)	<u>(5,900,280.23)</u>	<u>(5,803,978.63)</u>	<u>(96,301.60)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	5,992,715.00	5,341,207.00	651,508.00
Gifts	45,000.00	45,000.00	-
Investment income	85,000.00	85,000.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(39,043.75)	(39,043.75)	-
Operating Transfers, net	158,872.00	158,872.00	-
Net Non-operating Revenues	<u>6,242,543.25</u>	<u>5,591,035.25</u>	<u>651,508.00</u>
Increase (Decrease) in Net Position	342,263.02	(212,943.38)	555,206.40
Non-Recurring Allocations included in FY20 Budget	-	-	-
Increase (Decrease) in Net Position excluding non-recurring	<u>\$ 342,263.02</u>	<u>\$ (212,943.38)</u>	<u>\$ 555,206.40</u>

Missouri State University
 Operating Budget
 West Plains Auxiliary Funds
 For the Year Ending June 30, 2020

	<u>Bookstore</u>	<u>Food Service</u>	<u>Residence Life</u>	<u>Recreation Center</u>	<u>FY20</u>	<u>FY19</u>	<u>Change</u>	
Operating Revenue								Operating Revenue
Tuition and fees	\$ -	\$ -	\$ -	\$ 75,250.00	\$ 75,250.00	\$ 75,250.00	\$ -	Tuition and fees
Scholarships and fellowships	-	-	(52,400.00)	-	(52,400.00)	(46,700.00)	(5,700.00)	Scholarships and fellowships
Grants and contracts	-	-	-	-	-	-	-	Grants and contracts
Sales and services of educational services	-	-	-	-	-	-	-	Sales and services of educational services
Sales and services - auxiliaries	292,901.00	201,523.00	1,047,349.00	2,000.00	1,543,773.00	1,487,374.00	56,399.00	Sales and services - auxiliaries
Other revenues	900.00	200.00	35,000.00	14,238.00	50,338.00	50,338.00	-	Other revenues
Total Operating Revenue	293,801.00	201,723.00	1,029,949.00	91,488.00	1,616,961.00	1,566,262.00	50,699.00	Total Operating Revenue
Operating Expenses								Operating Expenses
Faculty and Staff Salaries	116,075.25	64,274.50	114,855.71	-	295,205.46	284,630.00	10,575.46	Faculty and Staff Salaries
Part-time help	-	6,000.00	25,480.00	-	31,480.00	14,280.00	17,200.00	Part-time help
Student help	15,000.00	22,055.00	-	27,250.00	64,305.00	57,305.00	7,000.00	Student help
Overtime	-	-	-	-	-	-	-	Overtime
Graduate Assistants	-	-	-	-	-	-	-	Graduate Assistants
Other personnel	15,000.00	28,055.00	25,480.00	27,250.00	95,785.00	71,585.00	24,200.00	Other personnel
Benefits	42,257.17	25,502.10	43,581.42	-	111,340.69	103,411.61	7,929.08	Benefits
Utilities	4,100.00	5,740.00	31,200.00	6,240.00	47,280.00	47,280.00	-	Utilities
Capital outlay	-	-	-	-	-	-	-	Capital outlay
Travel	3,100.00	600.00	-	-	3,700.00	3,700.00	-	Travel
Supplies and services	24,900.00	74,518.30	95,181.00	2,000.00	196,599.30	194,093.30	2,506.00	Supplies and services
Other	6,600.00	2,000.00	648,660.00	250.00	657,510.00	658,510.00	(1,000.00)	Other
Bad debt expense	-	-	-	-	-	-	-	Bad debt expense
Supplies and services	34,600.00	77,118.30	743,841.00	2,250.00	857,809.30	856,303.30	1,506.00	Supplies and services
Total Operating Expenses	212,032.42	200,689.90	958,958.13	35,740.00	1,407,420.45	1,363,209.91	44,210.54	Total Operating Expenses
Operating Income (Loss)	81,768.58	1,033.10	70,990.87	55,748.00	209,540.55	203,052.09	6,488.46	Operating Income (Loss)
Other Non-operating Revenues (Expenses)								Other Non-operating Revenues (Expenses)
State appropriations	-	-	-	-	-	-	-	State appropriations
Gifts	-	-	-	-	-	-	-	Gifts
Investment income	4,100.00	550.00	500.00	-	5,150.00	5,150.00	-	Investment income
Other non-operating revenue (expense)	-	-	-	-	-	-	-	Other non-operating revenue (expense)
Debt Service Transfers	-	-	-	(72,660.54)	(72,660.54)	(72,660.54)	-	Debt Service Transfers
Operating Transfers, net	(78,320.00)	-	(59,286.00)	-	(137,606.00)	(137,606.00)	-	Operating Transfers, net
Net Non-operating Revenues	(74,220.00)	550.00	(58,786.00)	(72,660.54)	(205,116.54)	(205,116.54)	-	Net Non-operating Revenues
Increase (Decrease) in Net Position	\$ 7,548.58	\$ 1,583.10	\$ 12,204.87	\$ (16,912.54)	\$ 4,424.01	\$ (2,064.45)	\$ 6,488.46	Increase (Decrease) in Net Position

Missouri State University
Operating Budget
West Plains Bookstore
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	292,901.00	292,901.00	-
Other revenues	900.00	900.00	-
Total Operating Revenue	<u>293,801.00</u>	<u>293,801.00</u>	<u>-</u>
Operating Expenses			
Faculty and Staff Salaries	<u>116,075.25</u>	<u>110,557.41</u>	<u>5,517.84</u>
Part-time help	-	-	-
Student help	15,000.00	14,000.00	1,000.00
Overtime	-	-	-
Graduate Assistants	-	-	-
Other personnel	<u>15,000.00</u>	<u>14,000.00</u>	<u>1,000.00</u>
Benefits	<u>42,257.17</u>	<u>39,805.64</u>	<u>2,451.53</u>
Utilities	<u>4,100.00</u>	<u>4,100.00</u>	<u>-</u>
Capital outlay	-	-	-
Travel	3,100.00	3,100.00	-
Supplies and services	24,900.00	21,260.00	3,640.00
Other	6,600.00	7,600.00	(1,000.00)
Bad debt expense	-	-	-
Supplies and services	<u>34,600.00</u>	<u>31,960.00</u>	<u>2,640.00</u>
Total Operating Expenses	<u>212,032.42</u>	<u>200,423.05</u>	<u>(11,609.37)</u>
Operating Income (Loss)	<u>81,768.58</u>	<u>93,377.95</u>	<u>11,609.37</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	4,100.00	4,100.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	<u>(78,320.00)</u>	<u>(78,320.00)</u>	<u>-</u>
Net Non-operating Revenues	<u>(74,220.00)</u>	<u>(74,220.00)</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ 7,548.58</u>	<u>\$ 19,157.95</u>	<u>\$ (11,609.37)</u>

Missouri State University
Operating Budget
West Plains Food Service
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	201,523.00	189,840.00	11,683.00
Other revenues	200.00	200.00	-
Total Operating Revenue	<u>201,723.00</u>	<u>190,040.00</u>	<u>11,683.00</u>
Operating Expenses			
Faculty and Staff Salaries	64,274.50	61,849.35	2,425.15
Part-time help	6,000.00	4,000.00	2,000.00
Student help	22,055.00	16,055.00	6,000.00
Overtime	-	-	-
Graduate Assistants	-	-	-
Other personnel	28,055.00	20,055.00	8,000.00
Benefits	25,502.10	23,200.55	2,301.55
Utilities	5,740.00	5,740.00	-
Capital outlay	-	-	-
Travel	600.00	600.00	-
Supplies and services	74,518.30	74,518.30	-
Other	2,000.00	2,000.00	-
Bad debt expense	-	-	-
Supplies and services	77,118.30	77,118.30	-
Total Operating Expenses	<u>200,689.90</u>	<u>187,963.20</u>	<u>12,726.70</u>
Operating Income (Loss)	<u>1,033.10</u>	<u>2,076.80</u>	<u>(1,043.70)</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	550.00	550.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	-	-	-
Net Non-operating Revenues	<u>550.00</u>	<u>550.00</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ 1,583.10</u>	<u>\$ 2,626.80</u>	<u>\$ (1,043.70)</u>

Missouri State University
Operating Budget
West Plains Residence Life
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ -	\$ -	\$ -
Scholarships and fellowships	(52,400.00)	(46,700.00)	(5,700.00)
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	1,047,349.00	1,002,633.00	44,716.00
Other revenues	35,000.00	35,000.00	-
Total Operating Revenue	<u>1,029,949.00</u>	<u>990,933.00</u>	<u>39,016.00</u>
Operating Expenses			
Faculty and Staff Salaries	114,855.71	112,223.23	2,632.48
Part-time help	25,480.00	10,280.00	15,200.00
Student help	-	-	-
Overtime	-	-	-
Graduate Assistants	-	-	-
Other personnel	25,480.00	10,280.00	15,200.00
Benefits	43,581.42	40,405.42	3,176.00
Utilities	31,200.00	31,200.00	-
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	95,181.00	96,315.00	(1,134.00)
Other	648,660.00	648,660.00	-
Bad debt expense	-	-	-
Supplies and services	743,841.00	744,975.00	(1,134.00)
Total Operating Expenses	<u>958,958.13</u>	<u>939,083.65</u>	<u>19,874.48</u>
Operating Income (Loss)	<u>70,990.87</u>	<u>51,849.35</u>	<u>19,141.52</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	500.00	500.00	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	-	-	-
Operating Transfers, net	(59,286.00)	(59,286.00)	-
Net Non-operating Revenues	<u>(58,786.00)</u>	<u>(58,786.00)</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ 12,204.87</u>	<u>\$ (6,936.65)</u>	<u>\$ 19,141.52</u>

Missouri State University
Operating Budget
West Plains Recreation Center
For the Year Ending June 30, 2020

	<u>FY20</u>	<u>FY19</u>	<u>Change</u>
Operating Revenue			
Tuition and fees	\$ 75,250.00	\$ 75,250.00	\$ -
Scholarships and fellowships	-	-	-
Grants and contracts	-	-	-
Sales and services of educational services	-	-	-
Sales and services - auxiliaries	2,000.00	2,000.00	-
Other revenues	14,238.00	14,238.00	-
Total Operating Revenue	<u>91,488.00</u>	<u>91,488.00</u>	<u>-</u>
Operating Expenses			
Faculty and Staff Salaries	-	-	-
Part-time help	-	-	-
Student help	27,250.00	27,250.00	-
Overtime	-	-	-
Graduate Assistants	-	-	-
Other personnel	27,250.00	27,250.00	-
Benefits	-	-	-
Utilities	6,240.00	6,240.00	-
Capital outlay	-	-	-
Travel	-	-	-
Supplies and services	2,000.00	2,000.00	-
Other	250.00	250.00	-
Bad debt expense	-	-	-
Supplies and services	2,250.00	2,250.00	-
Total Operating Expenses	<u>35,740.00</u>	<u>35,740.00</u>	<u>-</u>
Operating Income (Loss)	<u>55,748.00</u>	<u>55,748.00</u>	<u>-</u>
Other Non-operating Revenues (Expenses)			
State appropriations	-	-	-
Gifts	-	-	-
Investment income	-	-	-
Other non-operating revenue (expense)	-	-	-
Debt Service Transfers	(72,660.54)	(72,660.54)	-
Operating Transfers, net	-	-	-
Net Non-operating Revenues	<u>(72,660.54)</u>	<u>(72,660.54)</u>	<u>-</u>
Increase (Decrease) in Net Position	<u>\$ (16,912.54)</u>	<u>\$ (16,912.54)</u>	<u>\$ -</u>

XIII.D.

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

	Year	MONTHLY						YEAR-TO-DATE		
		Designations under \$1,000		Designations \$1,000 and over		Totals for May		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
Annual Gifts	FY 18	4,868	\$166,179	114	\$314,199	4,982	\$480,378	56,860	\$6,263,307	FY 18
	FY 19	5,374	\$187,765	150	\$376,231	5,524	\$563,996	61,532	\$6,022,428	FY 19
Special Campaigns	FY 18	44	\$8,029	22	\$2,111,171	66	\$2,119,200	1,859	\$5,321,288	FY 18
	FY 19	34	\$6,023	12	\$2,314,400	46	\$2,320,423	1,601	\$7,116,747	FY 19
One Time Gifts	FY 18	0	\$0	8	\$714,797	8	\$714,797	136	\$8,811,477	FY 18
	FY 19	0	\$0	7	\$80,968	7	\$80,968	145	\$5,751,002	FY 19
TOTALS	FY 18	4,912	\$174,208	144	\$3,140,167	5,056	\$3,314,375	58,855	\$20,396,072	FY 18
	FY 19	5,408	\$193,788	169	\$2,771,599	5,577	\$2,965,387	63,278	\$18,890,177	FY 19

**MISSOURI STATE UNIVERSITY FOUNDATION
INCOME SUMMARY TOTALS BY TYPE AND SOURCE
07/01/2018 TO 05/31/2019**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2018 TO 05/31/2019	TOTAL 07/01/2017 TO 05/31/2018
ALUMNI	68,122	2,233,876	530,473	424,444	413,573	3,670,488	\$4,347,431
FRIENDS	13,167	4,113,395	294,966	103,460	374,485	4,899,473	2,809,114
PARENTS	2,887	144,465	9,155	534	38,100	195,141	279,984
FOUNDATIONS	11,863	732,057	59,906	0	9,500	813,326	1,009,222
ORGANIZATIONS	5,673	703,741	920,085	6,659	1,600	1,637,758	5,610,261
BUSINESSES	17,669	2,998,678	129,771	3,693,706	834,167	7,673,991	6,340,060
GIFT TOTAL	119,381	10,926,212	1,944,356	4,228,803	1,671,425	18,890,177	\$20,396,072

*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2018, 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 07/01/2018 TO 05/31/2019	TOTAL 07/01/2017 TO 05/31/2018
DEFERRED GIFTS	0	1,044,022	1,757,000	1,306,500	4,107,522	\$ 6,400,000
<i>GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED:</i>			<i>43,807,000</i>			

	NUMBER OF DONORS 7/1/2018 TO 05/31/2019	NUMBER OF DONORS 7/1/2017 TO 05/31/2018
ALUMNI	5,952	5,860
FRIENDS	11,061	11,486
PARENTS	1,423	1,439
FOUNDATIONS	57	49
ORGANIZATIONS	228	211
BUSINESSES	929	1,003
TOTAL	19,650	20,048

XIV.A.

RECOMMENDED ACTION: Approval of Resolution in Support of Local Efforts to Pass Legislation to Enact Tobacco 21 Initiative.

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

WHEREAS, tobacco remains the leading preventable cause of disease and death in the United States, despite decades of education and policy to control tobacco use; and

WHEREAS, tobacco use contributes to and exacerbates all three of Springfield’s priority health issues: lung disease, cardiovascular disease, and mental illness; and

WHEREAS, tobacco use rates are higher in Springfield (25%) and Greene County (22%) than in the United States (16%) and neighborhoods near the Missouri State University have smoking rates as high as 36%; and

WHEREAS, 96% of adults who smoke start before the age of 21; and

WHEREAS, 63% of youth who use e-cigarettes, such as JUUL, do not know they contain nicotine, a highly addictive and harmful substance; and

WHEREAS, 65% of youth who use e-cigarettes reported using other tobacco products in the last month; and

WHEREAS, Tobacco 21, which raises the age minimum legal sales age to 21, can reduce youth initiation in tobacco by 25% in 15-17-year old’s and 15% in 18-20 year old’s; and

WHEREAS, authority to raise the minimum legal sale age for tobacco products has been given to state and local governments.

NOW, THEREFORE, BE IT RESOLVED by the Board of Governors for the Missouri State University that the university support local efforts to pass legislation to enact Tobacco 21.

VOTE: **AYE** _____

NAY _____

XV.A.

RECOMMENDED ACTION: Adoption of 2020 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 morning prior to a 1:00 p.m. Board meeting.

NOW, THEREFORE, BE IT RESOLVED that the Board of Governors for Missouri State University approve the attached schedule of meetings for calendar year 2020.

VOTE: **AYE** _____

NAY _____

**MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
2020 MEETING SCHEDULE**

Friday, February 21, 2020, 1:00 p.m.
**(Board Committee Meetings the morning of
February 21)** Springfield

Thursday, May 14, 2020, 1:00 p.m.
**(Board Committee Meetings the morning
of May 14 and Commencement ceremonies on
May 15 in Springfield and May 16 in West Plains)** Springfield

Friday, June 19, 2020, 1:00 p.m.
**(Board Committee Meetings the morning
of June 19)** West Plains

Thursday and Friday, August 6-7, 2020, 8:30 a.m.
(2-day retreat) TBD

Friday, October 16, 2020, 1:00 p.m.
**(Board Committee Meetings the morning
of October 16 with Homecoming festivities to be
held this weekend)** Springfield

Thursday, December 10, 2020, 1:00 p.m.
**(Board Committee Meetings the morning
of December 10 and Commencement ceremonies
on December 11)** Springfield

XVI.

RECOMMENDED ACTION - Resolution authorizing closed meeting

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

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