



**Board of Governors Meeting**  
Plaster Student Union, Traywick Parliamentary Room 313  
Friday, 2/21/2025  
8:30 AM - 1:00 PM CT

- I. Roll Call *Presented By: Governor Tim Francka*
- II. Approval of Minutes *Presented By: Governor Tim Francka*
  - A. Approval of the open and closed minutes of the Board of Governors Meeting of December 12, 2024
    - II.A. Minutes of the BOG Meeting of 12.12.2024 - Page 4*
  - B. Approval of the open and closed minutes of the Board of Governors Special Meeting of January 28, 2025
    - II.B. Minutes of the BOG Special Meeting of 1.28.2025 - Page 9*
- III. Consent Agenda *Presented By: Governor Tim Francka*
  - A. President
    - 1. Approval of Employment Agreements for University Athletics
      - III.A.1. Approval of Employment Agreements for University Athletics - Page 11*
    - 2. Approval of Employment Agreement for Mr. Kirk Nelson, Head Coach for the University's intercollegiate women's soccer program
      - III.A.2. Approval of Employment Agreement for Mr. Kirk Nelson, Head Coach - Women's Soccer - Page 13*
  - B. Academic Affairs
    - 1. Approval of Academic Calendar for 2026-2027
      - III.B.1. Approval of Academic Calendar for 2026-2027 - Page 23*
  - C. Facilities and Equipment
    - 1. Approval to increase the total annual expenditure for the remaining renewals available for the FY24 job order contracting services contract
      - III.C.1. Approval to increase the total annual expenditure for remaining renewals available for the FY24 job order contracting services contract - Page 24*
    - 2. Approval of Lease Agreement with 2111 Wilson Boulevard, Inc. for Property Located at 2101 Wilson Boulevard, Arlington, Virginia for use by the School of Defense and Strategic Studies
      - III.C.2. Approval of Lease Agreement for property for use by the School of Defense and Strategic Studies - Page 26*
  - D. Human Resources
    - 1. Approval of Actions Concerning Academic Employees
      - III.D.1. Approval of actions concerning academic employees - Page 28*
    - 2. Approval of Actions Concerning Nonacademic Employees
      - III.D.2. Approval of actions concerning nonacademic employees - Page 47*
  - E. Procurement and Financial
    - 1. Approval of Procurement Activity Report
      - III.E.1. Approval of Procurement Activity Report - Page 59*
  - F. West Plains Campus
    - 1. Approval of Actions Concerning Nonacademic Employees
      - III.F.1. Approval of actions concerning nonacademic employees - West Plains - Page 67*

- IV. Making Our Missouri Statement - Missouri State University Pride Bands  
*Presented By: Dr. Shawn Wahl, Dean of the Reynolds College of Arts, Social Sciences and Humanities, and Dr. Brad Snow, Director of Bands*
- V. Committee Reports
  - A. Executive Committee *Presented By: Governor Tim Francka*
  - B. Risk Management and Audit Committee *Presented By: Governor Melissa Gourley*
  - C. Finance and Facilities Committee *Presented By: Governor Travis Freeman*
  - D. Programs and Planning Committee *Presented By: Governor Ann Kampeter*
- VI. President's Report *Presented By: President Richard B. Williams*
  - A. Legislative Update
  - B. President's Initiatives and Activities
- VII. Executive Vice President's Report *Presented By: Zora Mulligan, Executive Vice President*
  - A. Enrollment Update
- VIII. West Plains Campus
  - A. Chancellor's Report *Presented By: Dr. Dennis Lancaster, Chancellor of the West Plains Campus*
    - 1. Enrollment Update
    - 2. Higher Learning Commission (HLC) Assessment Update
- IX. Academic Affairs
  - A. Provost's Report *Presented By: Dr. Tammy Jahnke, Interim Provost*
    - 1. Approval of Resolution Conferring Honorary Doctorate walk-on resolution
    - 2. Higher Learning Commission Update
  - B. Faculty Senate Report (written report) *Presented By: Dr. Scott Zimmerman, Chair of Faculty Senate*  
*IX.B. Faculty Senate Report - Page 68*
- X. Staff Senate
  - A. Staff Senate Report *Presented By: Campbell Keele, Chair of Staff Senate*  
*X.A. Staff Senate Report - Page 70*
- XI. Student Affairs
  - A. Report from the Student Body President *Presented By: Tamia Schiele, Student Body President*  
*XI.A. Student Government Association Report - Page 72*
  - B. Student Affairs Report (written report) *Presented By: Dr. Dee Siscoe, Vice President for Student Affairs*  
*XI.B. Student Affairs Report - Page 73*
- XII. Athletics
  - A. Athletics Update *Presented By: Patrick Ransdell, Director of Athletics*
- XIII. Facilities and Equipment *Presented By: Matt Morris, Vice President for Administration and Finance*
  - A. Approval of bids and award of a contract for the phase II renovation at Kampeter Health Sciences Hall  
*XIII.A. Approval of bids and award of a contract for the phase II renovation at Kampeter Health Sciences Hall - Page 76*
  - B. Approval of proposal and award of contract for lighting improvements at Plaster Stadium  
*XIII.B. Approval of proposal and award of contract for lighting improvements at Plaster Stadium - Page 78*
- XIV. Community and Global Partnerships
  - A. Sponsored Research Report (written report) *Presented By: Brad Bodenhausen, Vice President for Community and Global Partnerships*

*IXV.A. Sponsored Research Report - Page 80*

**XV. Financial**

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

*XV.A. Development Report - Page 84*

**XVI. Information Services**

**A. Information Services Report (written report) *Presented By: Jeff Coiner, Chief Information Officer***

*XVI.A. Information Services Report - Page 88*

**XVII. Marketing and Communications**

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

*XVII.A. Marketing and Communications Report - Page 89*

**XVIII. Old Business**

**A. 2025-2030 Strategic Plan Update *Presented By: Committee Co-Chairs Dr. Ken Brown, Chief Academic Strategy Officer, and Zora Mulligan, Executive Vice President***

**1. Goal Work Group Presentations**

**a Academic Opportunities & Innovation**

**b Branding & Identity**

**c Community Partnerships & Economic Development**

**d Institution of Choice for Employees & Students**

**e Student & Alumni Experience**

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

*XIX. Closed Meeting Resolution - Page 96*

**XX. Adjournment *Presented By: Governor Tim Francka***

**MINUTES OF THE  
BOARD OF GOVERNORS  
MISSOURI STATE UNIVERSITY  
THURSDAY, DECEMBER 12, 2024**

The Board of Governors for Missouri State University held a meeting in the Robert W. Plaster Student Union, Traywick Parliamentary Room 313 on the Missouri State University campus in Springfield, Missouri on Thursday, December 12, 2024, with Governor Lynn Parman, Chair of the Board of Governors, presiding. Governor Parman called the meeting to order at 12:59 p.m.

**Roll Call**

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

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

**Approval of Minutes**

Governor Parman called for a motion to approve the open and closed minutes of the October 18, 2024, and November 22, 2024, meetings. Governor Tim Francka provided a motion, receiving a second from Governor Anson Elliott.

Motion passed 8-0.

**Consent Agenda**

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

Human Resources

Approval of Actions Concerning Academic Employees (Human Resources No. 1777-24)

Approval of Actions Concerning Nonacademic Employees (Human Resources No. 1778-24)

Procurement and Financial

Approval of Procurement Activity Report (Purchasing Activity Report No. 540-24)

West Plains Campus

Approval of Actions Concerning Academic Employees (West Plains Personnel No. 505-24)

Approval of Actions Concerning Nonacademic Employees (West Plains Personnel No. 506-24)

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

Motion passed 8-0.

**Making Our Missouri Statement – Citizen Scholar Awards**

Dr. Dee Siscoe, Vice President for Student Affairs, read the resolution to acknowledge the Board of Governors Citizen Scholar Award Recipients (Award No. 118-24) and requested approval of the following students as Citizen Scholars for 2024-2025: Faith Collins, Ashlie German, Michael Guilfooy, Simoriah Longhorn, Kayla Pfitzner, and Gerald Schiele IV.

Governor Ann Kampeter provided a motion, receiving a second from Governor Francka.

Motion passed 8-0.

**Committee Reports**

Governor Waters provided a report on the Risk Management and Audit Committee meeting from earlier in the day.

Governor Francka provided a report on the Finance & Facilities Committee meeting from earlier in the day.

Governor Schrag provided a report on the Programs and Planning Committee meeting from earlier in the day.

**President's Report**

President Richard B. Williams previewed the two commencement ceremonies for Friday, December 13, 2024. The university will graduate 1,400 students, which includes 954 baccalaureate degrees and 446 graduate degrees, 11 of which are doctoral degrees. During the 10:00 a.m.

ceremony, the Government Excellence Award will be presented to Governor Mike Parson. At the 1:30 p.m. ceremony, the Bronze Bear Award will be awarded to Bryan Magers.

President Williams provided a state government relations update. Highlights of his report included information on the freshman legislator tour, state budget and legislative priorities, and upcoming legislative events.

President Williams concluded his report by expressing his gratitude to Provost John Jasinski who is retiring January 31, 2025, and excitement of the appointment of Dr. Tammy Jahnke as Interim Provost.

### **Executive Vice President's Report**

Zora Mulligan, Executive Vice President, provided an enrollment update. Highlights of her report included national and state fall 2024 enrollment numbers, fall 2025 enrollment indicators, and recruitment initiatives.

### **Faculty Senate Report**

Dr. Scott Zimmerman, Chair of Faculty Senate, provided a report on happenings of Faculty Senate. He summarized the proceedings of the October, November, and December sessions of the Faculty Senate.

### **Staff Senate Report**

Campbell Keele, Chair of Staff Senate, provided a report on happenings of Staff Senate. Highlights of her report included updates on staff events and projects, Staff Senate meetings, upcoming projects, and communications.

### **Report from the Student Body President**

Tamia Schiele, Student Body President, provided a report on happenings of the Student Government Association (SGA) and the student body. Highlights of her report included an update on platform initiatives. She shared that of the platform's initiatives, 28 are complete, 66 are in progress, and 6 have been determined no longer viable. She concluded her report by sharing information on the Safety Walk, Purple Thursday, and Leadership Summit events.

### **2025-2030 Strategic Plan Update**

Ms. Mulligan, Co-Chair of the Strategic Planning Committee (SPC), provided an update on the 2025-2030 Strategic Plan. She shared that five goal areas of the plan have been created that include:

- Academic Opportunities & Innovation
- Branding & Identity
- Community Partnerships & Economic Development
- Institution of Choice for Employees & Students
- Student & Alumni Experience

Goal work groups have been established to set goals, identify desired outcomes, and develop strategies for each goal area. The SPC will continue work on values, vision, and mission statements

and hold discussion on the university's public affairs mission. Ms. Mulligan concluded her report with a review of a tentative timeline for the plan.

### **Election of 2025 Executive Committee of the Board of Governors**

Governor Parman called upon Governor Francka, Vice Chair of the Board of Governors, to present a resolution for approval of appointment of the 2025 Executive Committee of the Board of Governors (Administration No. 59-24). The 2025 Board of Governors Executive Committee will consist of Governor Tim Francka, Chair; Governor Melissa Gourley, Vice Chair; Governor Travis Freeman; and Governor Lynn Parman.

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

Motion passed 8-0.

Governor Francka announced the appointments to the other 2025 Board of Governors committees:

- The Finance and Facilities Committee is comprised of all members of the Board and to be chaired by Governor Freeman.
- The Programs and Planning Committee is comprised of all members of the Board and to be chair by Governor Kampeter.
- The Risk Management and Audit Committee is comprised of Governors Elliott, Francka, and Waters, and to be chaired by Governor Gourley.
- The Board Representative to the Missouri State University Foundation is Governor Elliott.

### **Recognition for Outgoing Board Members**

President Williams presented three separate resolutions of recognition for outgoing Board members: Governor Parman (Recognition No.27-24), Governor Schrag (Recognition No. 28-24), and Governor Waters (Recognition 29-24). Fellow Board members made remarks of thanks and gratitude to the outgoing Board members. Governors Parman, Schrag, and Waters made remarks, thanking the staff, faculty, and fellow Board members.

Governor Francka provided a motion for approval of all three resolutions, receiving a second from Governor Kampeter.

Motion passed 8-0.

### **Closed Session**

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

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

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

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

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

Governor Elliott provided a motion for approval, receiving a second from Governor Kampeter.

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

The open meeting recessed at 2:17 p.m. to go into closed session.

The open meeting reconvened at 4:18 p.m.

### **Adjournment**

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

Motion passed 8-0.

The meeting adjourned at 4:18 p.m.

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Tim Francka  
Board Chair

Approved at the meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board



II.B.

**MINUTES OF THE  
BOARD OF GOVERNORS SPECIAL MEETING  
MISSOURI STATE UNIVERSITY  
TUESDAY, JANUARY 28, 2025**

The Board of Governors for Missouri State University held a special meeting via Zoom webinar on Tuesday, January 28, 2025, with Governor Tim Francka, Chair of the Board, presiding. Governor Francka called the meeting to order at 7:33 a.m.

**Roll Call**

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

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

**Closed Session**

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

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

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

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

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

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

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

The open meeting recessed at 7:34 a.m. to go into closed session.

The open meeting reconvened at 8:20 a.m.

**Adjournment**

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

Motion passed 8-0.

Meeting adjourned at 8:20 a.m.

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Tim Francka  
Board Chair

Passed at the meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

III.A.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1779-25  
Approval of Employment Agreements  
for University Athletics

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

**WHEREAS**, the University desires to continue the employment of those Athletic Coaches/Administrators designated as Continuing Employees in Schedule 1, pursuant to the terms and conditions of a mutually executed Athletics Employment Agreement.

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

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

**Comments:**

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

Schedule 1

Coach/Administrator's Name	Area	Position	Contract Salary	Designation
Quinn Weakly	Athletics	Academic Advisor	\$43,888 annual	New Hire
Kelsey Tolbert	Athletics	Associate Director of Athletics for External Relations	\$86,418 annual	New Hire
Joseph Tolbert	Athletics	Athletics Equipment Stores Specialist	\$16.43 hourly	New Hire
Lori Vandersnick	Volleyball	Assistant Coach	\$60,000 annual	New Hire
Dalton Franks	Football	Coordinator, High School Football Relations	\$19.82 hourly	Continuing Employee
Anthony "Ace" Wales	Football	Assistant Coach-Running Backs	\$58,000 annual	Continuing Employee
Connor Benado	Football	Assistant Coach-Linebackers	\$70,000 annual	New Hire
Maxwell Franey	Football	Administrative and Operations Assistant	\$25.00 hourly	Continuing Employee
Chris Franklin	Football	Assistant Coach-Corner and Recruiting Coordinator	\$70,000 annual	Continuing Employee
Maxwell Halpin	Football	Assistant Coach-Offensive Line Coach	\$82,000 annual	Continuing Employee
Dominic "Nick" Petrino	Football	Assistant Coach-Offensive Coordinator/Quarterbacks Coach	\$134,276 annual	Continuing Employee
David Clowney	Football	Assistant Coach	\$70,000 annual	Continuing Employee
Wesley Satterfield	Football	Assistant Coach	\$70,000 annual	Continuing Employee
Tramain Thomas	Football	Assistant Coach-Safeties	\$70,000 annual	Continuing Employee
Michael Downing	Football	Assistant Coach-Outside Linebackers/Co-Special Teams Coordinator	\$70,000 annual	Continuing Employee
LaDarien "LD" Scott	Football	Assistant Coach	\$124,276 annual	Continuing Employee
Jackson Morris	Football	Assistant Strength and Conditioning Coach	\$66,574 annual	Continuing Employee

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1780-25  
Approval of Employment Agreement for  
Mr. Kirk Nelson, Head Coach for the  
University's intercollegiate women's  
soccer program

**WHEREAS**, the University currently employs Mr. Kirk Nelson ("Coach Nelson") as the University's Head Coach for the University's intercollegiate women's soccer program pursuant to an Employment Agreement ("Prior Agreement") expiring on December 31, 2025; and

**WHEREAS**, effective January 1, 2025, the Prior Agreement was terminated and Coach Nelson and the University executed a new Employment Agreement ("Employment Agreement") with an employment term effective January 1, 2025, and terminating December 31, 2027; and

**WHEREAS**, the University and Coach Nelson desire to continue Coach Nelson's employment pursuant to the terms of the Employment Agreement.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Governors of Missouri State University hereby approves the above-referenced Employment Agreement for Coach Nelson's New Agreement, as set forth in the attached Employment Agreement.

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

**Comments:**

- The Employment Agreement has a term January 1, 2025 – December 31, 2027. This Agreement terminates all prior agreements with Coach Nelson.
- Coach Nelson's base salary for contract year one of this Agreement is \$77,000 annually. The base salary for contract year two of this Agreement is \$80,000. The base salary for contract year three is \$83,000.
- Coach Nelson is also eligible to earn achievement payments contingent upon the athletic success of the women's soccer team.

## EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (“Agreement”) is entered by and between the BOARD OF GOVERNORS OF MISSOURI STATE UNIVERSITY (“University”) and KIRK NELSON (“Coach Nelson”) and is effective as of January 1, 2025 (“Effective Date”).

**WHEREAS**, under an Employment Agreement between the Parties with an effective date of January 1, 2023 (“Prior Agreement”), the University currently employs Coach Nelson as its Head Coach for Women’s Soccer (“Head Women’s Soccer Coach”) pursuant to an Athletics Employment Agreement – Head Coach;

**WHEREAS**, the University desires to extend the term of Coach Nelson’s employment as Head Women’s Soccer Coach, under the terms and conditions set forth below;

**WHEREAS**, as of the Effective Date indicated above, this Agreement hereby terminates, supersedes, and replaces the Prior Agreement

**NOW, THEREFORE**, in consideration of the promises, covenants, and agreements set forth, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties hereto mutual covenants and agreements of the parties hereto, the parties agree to the following terms and conditions:

**1. Term of Employment; Termination of Existing Agreement.** The University will employ Coach Nelson as its Head Women’s Soccer Coach for a period beginning January 1, 2025, through December 31, 2027 (“Term”) subject to renewal, cancellation, or termination under the terms and conditions provided in this Agreement. Each year within the Term, and each year within any renewal term thereafter, will be referred to as a “Contract Year.” This Agreement terminates, supersedes, and replaces the Prior Agreement as of the Effective Date.

**2. Duties.** Coach Nelson shall be responsible for fulfilling the following duties during the terms of this Agreement:

- (a) Head Coach.** During the Term, and any subsequent renewals (provided for in this Agreement), Coach Nelson shall serve the University as its Head Women’s Soccer Coach, and shall at all times devote his whole time, attention, and energies to the conduct and coaching of the Team on behalf of the University, and to the administration and management of his coaching staff, and shall do and perform all services, acts, and things connected therewith as the Director of Athletics for the University, or his designee, shall from time-to-time direct, which are of a nature customarily and properly belonging to the duties of a Head Women’s Soccer Coach at a college or university.
- (b) Other Activities Permitted.** Notwithstanding any other language in the Agreement, Coach Nelson shall be permitted to conduct summer soccer camps or clinics for his sole benefit as further described herein. In addition, Coach Nelson shall be permitted to earn additional outside income through promotional

endorsements and contracts, speaking engagements, and other third-party opportunities so long as such activities are not inconsistent with this Agreement Contract, or NCAA regulations, and with the prior written approval of the Director of Athletics, which approval shall not be unreasonably withheld.

**3. Compensation.** As of the Effective Date, the University shall pay Coach Nelson the following compensation:

**(a) Base Salary.**

**i. Contract Year 1.** From January 1, 2025-December 31, 2025, the University shall pay Coach Nelson an annual salary of Seventy-Seven Thousand Dollars (\$77,000) (“Base Salary”).

**ii. Contract Year 2.** Effective January 1, 2026, the University shall increase Coach Nelson’s Base Salary to Eighty Thousand Dollars (\$80,000.00).

**iii. Contract Year 3.** Effective January 1, 2027, the University shall increase Coach Nelson’s Base Salary to Eighty-Three Thousand Dollars (\$83,000.00).

**iv. Across the Board Salary Increases.** For the duration of the Agreement, Coach Nelson’s Base Salary shall be subject to any and all across the board salary increases provided to other University employees, including any across the board salary increases provided on or after July 1, 2025.

**(b) Payment Via University’s Standard Payroll Procedure.** Coach Nelson’s salary shall be paid in equal sums at such intervals as the University has established for its payroll procedure, less applicable taxes, and withholdings.

**(c) Base Salary as Total Guaranteed Compensation.** The compensation specified in Section 3(a) represents the total guaranteed compensation due and owing Coach Nelson in consideration of his duties as the University’s Head Women’s Soccer Coach and his employment with the University under this Agreement.

**(d) Eligibility for Incentive Payments.** Coach Nelson shall be eligible for additional incentive payments as specified in Section 6.

**4. Additional Entitlements.** In addition to the compensation described in Section 3, Coach Nelson shall receive all benefits and privileges accorded the University administrative, professional and staff employees, such as, but not limited to, paid vacation, sick leave, workers compensation, Missouri State Employees Retirement System (“MOSERS”), hospitalization/medical insurance, life insurance, long-term disability insurance, and other benefits established by the Board of Governors will likewise be accorded to Coach Nelson. It is agreed that the terms and conditions in the Faculty Handbook will not be regarded as a part of the Agreement, and that Coach Nelson is not on tenure-track and is not receiving tenure.

**5. Soccer Camp(s).** The University acknowledges that it is in the interest of the University to have a soccer camp(s) during the summer. In this regard, Coach Nelson may conduct annual soccer camp(s), and if so for his own benefit, and the University shall make available University facilities for that purpose, subject to the following provisions, as long as the Agreement remains in effect and is not canceled or terminated.

- (a) **Insurance Obligations.** Coach Nelson agrees to secure commercial general liability insurance to cover the operation of any camp permitted under this Section 5. Such policy limits insurance shall be in amounts no less than Five Hundred Thousand Dollars (\$500,000) per person, and Two Million Dollars (\$2,000,000) in the aggregate, with the Board of Governors of Missouri State University named as an additional insured. No such insurance shall be construed to constitute a waiver of any sovereign, governmental or official immunity. Coach Nelson agrees to increase the liability limits if requested by the University as a result of a change in Missouri law.
- (b) **Mandated Reporter Training.** Coach Nelson will attend and require his staff to attend any University-required mandated reporter and/or Title IX trainings prior to conducting any soccer camps.
- (c) **Use of University's Athletic Facilities.** Coach Nelson shall be entitled to use the University's soccer fields, including locker rooms, in conducting soccer camps under this Section 5. Other University athletic facilities may also be used in conducting soccer camps, subject to scheduling and availability of these other athletics facilities. Coach Nelson shall work with the University's Director of Athletics, or his designee to schedule use of these other athletic facilities.
- (d) **Use of University's Housing System.** Coach Nelson shall be given access to the University's residency housing system for use in conjunction with the soccer camps, provided that he shall pay the then current daily summer rate charges per person for housing (including linens) in the summer.
- (e) **No Guarantee as to Number of Camp Participants.** Coach Nelson does not guarantee any number of soccer camp participants or enrollees.
- (f) **Registration Fee, Revenue for Soccer Camps.** The registration fee for each enrollee shall be established by Coach Nelson. Coach Nelson shall be allowed to retain all revenues and income generated by such camp.
- (g) **Use of University Name, Logs in Camp Brochures.** Coach Nelson may use the University names, logos, and depictions in brochures and similar camp documentation.
- (h) **Audit Right of University.** To the extent necessary to ensure compliance with all applicable NCAA rules, Coach Nelson shall provide all camp records to athletics administrators or other university administrators when requested, or as otherwise



required by law. Examples of such records may include, without limitation, rosters, applications, free or discounted admissions, bank statements, expense records, and payroll records.

**6. Other Compensation and Expenses.**

- (a) **Achievement Payments.** During the Term of this Agreement, and subject to Section 7, Coach Nelson shall be entitled to receive certain payments (before taxes) if the Team performs to certain levels of achievement, in consideration of the additional effort and contributions of Coach Nelson in obtaining such achievements. Specifically:
- (i) **Academic Progress Rate (“APR”).** Coach Nelson shall be paid the amount of One Thousand Dollars (\$1,000.00) for each year that the Team’s NCAA calculated APR meets or exceeds an NCAA APR score of 985.
  - (ii) **CUSA Conference Championship.** If the Team finishes a season as champion of Conference USA (“CUSA”), an additional Two Thousand Dollars (\$2,000) will be paid to Coach Nelson.
  - (iii) **CUSA Conference Co-Championship.** If the Team finishes a season as co-champion in the CUSA, an additional Two Thousand Dollars (\$2,000) will be paid to Coach Nelson.
  - (iv) **CUSA Post-Season Tournament Championship.** In any season that the Team wins the CUSA’s post-season tournament championship, an additional Two Thousand Dollars (\$2,000) will be paid to Coach Nelson.
  - (v) **NCAA Post-Season At-Large Bid.** In any season that the Team receives an At-Large Bid to the NCAA soccer post-season championship tournament, an additional One Thousand Dollars (\$1,000) will be paid to Coach Nelson.
  - (vi) **NCAA Post-Season Championship Tournament Wins.** In any season that the Team competes in the NCAA soccer post-season championship tournament and wins its game, an additional One Thousand Dollars (\$1,000) per tournament game won by the Team will be paid to Coach Nelson.
  - (vii) **Conference Coach of the Year.** In any season that Coach Nelson is named the CUSA Coach of the Year, an additional Two Thousand Five Hundred Dollars (\$2,500.00) will be paid to Coach Nelson.
  - (vi) **Timing of Incentive Payments.** All such achievement payments will be paid to Coach Nelson within thirty (30) days of the dates earned and shall be paid even if the Agreement is terminated by either party for any reason.

- (b) **Expense Allowance.** All necessary and reasonable expenses incurred by Coach Nelson while recruiting or on official business for the University's Women's Soccer program will be paid to Coach Nelson, pursuant to and consistent with University policy. Such expenses must be approved by the University's Director of Athletics upon presentation of expense vouchers and supporting documents, and such approval shall not to be unreasonably withheld.
- (c) **Use of Automobile.** Coach Nelson shall be furnished with an automobile, pursuant to a lease agreement with the University, for his business and personal use as long as the University and/or the Missouri State University Foundation receives such a vehicle via a trade-out with an automobile dealer in relation to a membership in The Bears Fund. The terms of the lease agreement shall control the use, maintenance, and insurance applicable to such automobile.

7. **Professional and Moral Conduct Required.** It is understood that Coach Nelson is being employed by the University, a member institution of the NCAA, for the purpose of administering conducting, and coaching the Team. Coach Nelson acknowledges and understands that NCAA Bylaw 11.1.1 imposes a presumption of head coach accountability for impermissible acts related to the Team that are committed by those who report to the head coach. Accordingly, Coach Nelson agrees that he will diligently conduct the Team under his direction in such a manner that NCAA regulations and codes of conduct, whether no existing or hereinafter enacted, will be fully complied with, in all particulars, including, but not limited to, the following:

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

- Sports camps;
  - Housing benefits (including preferential housing arrangements);
  - Country club memberships;
  - Complimentary ticket sales; and
  - Television and radio programs.
- (f) Coach Nelson is responsible for overseeing and managing the annual budget allocated for the Team to ensure both fiscal responsibility and that Team expenditures do not exceed the allocated program budget. In the event that program expenditures exceed the program budget in a given fiscal year, neither Coach Nelson nor any assistant coaches for the University's intercollegiate Women's Soccer team (including any strength and conditioning coaches) will be eligible to receive any achievement payments contemplated by Section 6(a) for the applicable athletic season, and their salaries will be subject to review and possible withholding of across-the-board salary increases for the subsequent fiscal year. Moreover, Coach Nelson agrees that, notwithstanding any other provision of this Agreement, in the event that Team expenditures exceed the allocated program budget, he may be subject to disciplinary action up to and including termination of employment.

## 8. Termination.

- (a) **Termination Due to Expiration of Term.** If no extension of the Agreement beyond the Term is made, this Employment Contract shall terminate as of the last day of the Term (i.e., December 31, 2027).
- (b) **Termination for Incapacity; Cause.** The Agreement may be terminated at any time during the term, by the University, upon the occurrence of any one of the following events:
- (i) **Termination Due to Incapacity.** The Agreement shall terminate automatically if Coach Nelson becomes totally disabled within the meaning of the University's disability insurance for employees of Coach Nelson's staff classification so that he qualifies under the University's long-term disability plan, or if Coach Nelson becomes permanently disabled. "Permanently disabled" shall mean physical or mental incapacity of a nature which prevents Coach Nelson from performing his duties under the Agreement for a period of one hundred eighty (180) consecutive days. In the event termination occurs under this section due to permanent disability at a time when Coach Nelson University disability plan benefits are not sufficient to fund his compensation during the one hundred eighty (180) day waiting period to qualify under the University's long-term disability plan, the University will supplement those benefits to ensure Coach Nelson receives his full compensation.
- (ii) **For just cause.** The term "just cause" is defined as acts by Coach Nelson constituting or involving dishonesty, moral turpitude, conviction of a felony, Level 1 or 2 infractions of NCAA rules and regulations that occur during the Term or any

renewal term, prolonged absence from duty without the consent of the Athletic Director, and/or willful disregard for the welfare and safety of University's student-athletes, which has resulted in serious injury or death. No termination of employment for alleged "just cause" shall occur without first giving Coach Nelson notice in writing of the cause alleged, and an opportunity to be heard.

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

**9. Termination Without Cause.**

- (a) **Termination Without Cause by Coach Nelson.** Coach Nelson may Terminate this Agreement if he gives notice of termination to the Director of Athletics and pays, or causes another party to pay, the Liquidated Damages Amount (as defined and calculated herein) to the University. Such liquidated sum shall be a full and complete settlement of all amounts due University as a result of said termination of the Agreement by Coach Nelson. Subject to Section 9(d) below, the Liquidated Damages Amount shall be as follows:

- i. Should Coach Nelson terminate this Agreement effective on or before January 1, 2026, the Liquidated Damages Amount shall be One Hundred Thousand Dollars (\$100,000).

- ii. Should Coach Nelson terminate this Agreement effective on or before December 1, 2026, the Liquidated Damages Amount shall be Fifty Thousand Dollars (\$50,000).

- iii. Should Coach Nelson terminate this Agreement effective on or before December 1, 2027, the Liquidated Damages Amount shall be Fifteen Thousand Dollars (\$15,000).

- (b) **Termination Without Cause by University.** Notwithstanding any provision of this Agreement to the contrary, University may also elect to terminate this Agreement in any Contract Year by notification to Coach Nelson in writing. It is understood and agreed that termination does not require just cause or any cause. In the event of termination without cause by University, Coach Nelson shall receive, subject to Section 9(d), payment of a liquidated sum as follows:

- i. Should the University terminate this Agreement without cause effective on or before January 1, 2026, the Liquidated Damages Amount shall be One Hundred Thousand Dollars (\$100,000).

ii. Should the University terminate this Agreement without cause effective on or before December 1, 2026, the Liquidated Damages Amount shall be Fifty Thousand Dollars (\$50,000).

iii. Should the University terminate this Agreement without cause effective on or before December 1, 2027, the Liquidated Damages Amount shall be Fifteen Thousand Dollars (\$15,000).

Said liquidated sum shall be paid within thirty (30) days following the Termination Date. In the event of cancellation by the University, such liquidated sum will be accepted by Coach Nelson as a full and complete settlement of all amounts would otherwise be payable to him after the Termination Date. MOSERS retirement will not be paid on the Liquidated Damages Amount. However, standard payroll deductions for social security and income tax shall be withheld. Coach Nelson will also be paid on or before the Termination Date any and all amounts actually earned by Coach Nelson on or before the Termination Date. Nothing herein shall be construed as limiting University's ability and right to terminate the Agreement for cause according to the terms of Section 9. The parties remain free to negotiate, by agreement, any other settlement amount or liquidated sum in the event of termination or alleged breach of this Agreement by either party, although they are not required to do so.

(c) **Relief of Duties Upon Cancellation or Termination.** Upon notification that employment will be terminated or that the Agreement will not be extended beyond its Term, Coach Nelson may be relieved by the Director of Athletics from some or all additional duties and, if so, Coach Nelson shall utilize all available accrued vacation prior to the termination date.

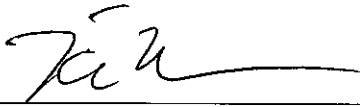
**10. Missouri Law.** This Agreement shall be interpreted and construed in a manner consistent with the laws of the State of Missouri, including, without limitation, the Missouri Sunshine Law, as set forth in Mo. Rev. Stat. § 610.010, *et. seq.* Coach Nelson acknowledges that the Agreement is a public document under the Missouri Sunshine Law, which the University may release without prior notice to him.

**11. Entire Agreement.** This Agreement constitutes the entire understanding between the parties, all previous oral and written statements, negotiations, and prior employment contracts having been incorporated herein. It may only be amended by a writing signed by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement is effective as of the Effective Date first indicated above.

[SIGNATURES FOLLOW ON PAGE 9]

**COACH NELSON**  
**UNIVERSITY**



---

Kirk Nelson  
Head Coach, Women's Soccer

**BOARD OF GOVERNORS**  
**OF MISSOURI STATE**

---

Richard B. Williams  
President

III.B.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

CURRICULUM NO. 404-25  
Approval of Academic  
Calendar for 2026-2027

**WHEREAS**, the Academic Calendar Committee has coordinated preparation of the University's academic calendar for the 2026-2027 Academic Year; and

**WHEREAS**, the Academic Calendar is reviewed each year to assure responsiveness to both University and community needs; and

**WHEREAS**, the Academic Calendar Committee has made its recommendations after a careful review of the data collected and other input provided by the Academic Leadership Council, Administrative Council, faculty, students, Springfield Public School leadership, OTC and other community partners; and

**WHEREAS**, the Academic Calendar Committee will continue to collect data and insights from both faculty and students on the structure of the calendar; and

**WHEREAS**, attached hereto is the proposed Academic Calendar for the 2026-2027 Academic Year;

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the Academic Calendar for 2026-2027 be approved.

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

**Comments:**

The Academic Calendar committee is recommending the following format of the calendar for 2026-2027.

III.C.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1623-25  
Approval to increase the total annual  
expenditure for the remaining renewals  
available for the FY24 job order contracting  
services contract

**BE IT RESOLVED** by the Board of Governors of Missouri State University that the total annual expenditure for projects under the FY24 job order contracting services contract approved at the June 23, 2023, Board of Governors meeting be increased by One Million and 00/100ths dollars (\$1,000,000.00) above the original annual expenditure of Two Million and 00/100ths dollars (\$2,000,000.00) for a total annual limit of Three Million and 00/100ths dollars (\$3,000,000.00) be accepted and approved.

**BE IT FURTHER RESOLVED** that each project accomplished under this contract will have its own financial plan and be paid by the department requesting the services.

**BE IT FURTHER RESOLVED** that the Vice President for Administration and Finance or the University Architect and Director of Planning, Design and Construction be authorized to sign the agreement with the selected contractor, incorporated herein by reference, and perform those acts necessary to carry out and perform the terms of the agreement.

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board



## **COMMENTS:**

The intent of this previously approved contract is to accomplish construction projects that are minor in nature, with the maximum expenditure per project not to exceed \$250,000.00. Work under this contract may be done on university properties located in Camden, Douglas, Greene, Howell, Jasper, Laclede, Newton, Polk, Taney, Webster, and Wright counties.

The cumulative total of all individual projects awarded under this contract has been limited to \$2,000,000.00 per fiscal year. After issuing the first of four available renewals for this contract, it was determined that the annual limit should be increased to meet the needs of the University. The annual limit of this contract has been met the last two years, requiring suspension of any further requests at the end of each fiscal year. It is recommended that the cumulative total of all individual projects awarded under this contract be increased to \$3,000,000.00 per fiscal year. No additional work will be awarded in any fiscal year if the limit of \$3,000,000.00 is reached.

If approved, this increase would be implemented with the existing first renewal, which would become effective February 21, 2025, through June 30, 2025. If the second, third and fourth renewals are exercised, this increase would remain throughout the life of this contract, expiring on June 30, 2028.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

AGREEMENT NO. 484-25

Approval of Lease Agreement with 2111 Wilson Boulevard, Inc. for Property Located at 2101 Wilson Boulevard, Arlington, Virginia for use by the School of Defense and Strategic Studies

**WHEREAS**, the existing Lease for office and classroom space in Fairfax, Virginia for the University to operate its School of Defense and Strategic Studies (“DSS”) will terminate on or about August 1, 2025 due to redevelopment from commercial to housing; and

**WHEREAS**, the University desires to enter into a Lease Agreement with 2111 Wilson Boulevard, Inc. for office and classroom space located at 2101 Wilson Boulevard, Arlington, Virginia, commonly referred to as Colonial Place II; and

**WHEREAS**, the proposed Lease Agreement is for an eleven (11) year term with a renewal option of five (5) years; and

**WHEREAS**, 2111 Wilson Boulevard, Inc. has agreed to an initial lease rate for the first year of Forty-One Dollars (\$41.00) per square foot or Twelve Thousand Five Hundred Twenty-Five and 50/100 Dollars (\$12,525.50) per month with annual increases of 2.5% pursuant to the Lease; and

**WHEREAS**, 2111 Wilson Boulevard, Inc. will grant to the University an abatement of the monthly base rent for twelve full calendar months.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposed Lease Agreement be approved and that the Vice President for Administration and Finance be authorized to sign said Lease Agreement and renewals on behalf of the Board of Governors.

\_\_\_\_\_  
Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

## Comments:

A summary of the new Lease Agreement is as follows:

- 3,666 square feet
- Term of the lease: 11 years with an option to renew an additional 5 years
- Rental rate
  - \$41.00/square foot for the first year with annual increases of 2.5%
  - Includes potential additional charges for Operating Costs and Real Estate Taxes, allocated by square footage with other building tenants
- Located in Arlington, Virginia
- 2111 Wilson Boulevard, Inc. will provide building operations (maintenance, custodial, utilities and employee parking) within the noted rental rate
- Lease terms with 2111 Wilson Boulevard, Inc. consistent with prior lease for School of Defense and Strategic Studies in Fairfax, VA

The university engaged with CBRE at no cost to locate and negotiate lease terms. A summary of the financial benefit to the university is as follows:

- Twelve months abatement of rent (savings of \$150,306)
- Reduction of \$73,000 for first paid year of new lease versus the current lease
- Construction requested by university is 100% covered by landlord, to include building of walls, removal of walls, and built-in bookcases
- University negotiated the termination of the current lease and received three months abatement of rent (savings of \$54,400)

The Office of General Counsel has reviewed the lease agreement for legal sufficiency.

III.D.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1781-25  
Approval of Actions Concerning  
Academic Employees

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

**RANKED FACULTY APPOINTMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Yi-Ping Chen	Assistant Professor Music	\$68,000 annually	08/11/25
Robert Geibler	Assistant Professor Criminology & Criminal Justice	\$72,000 annually	08/11/25
Umer Hussain	Assistant Professor Management	\$95,000 annually	08/11/25
Steven McKnight	Assistant Professor Political Science & Philosophy	\$66,000 annually	08/11/25

**UNRANKED FACULTY APPOINTMENTS (Term):**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Denise Thompson	Visiting Instructor Biology	\$28,000 semester	01/01/25 05/31/25
Sylvia Petersen	Clinical Instructor Environmental Plant Science (12-month appointment)	\$52,000 annually	01/01/25 12/31/25
Regina Loehr	Instructor Languages, Cultures & Religions	\$50,000 annually	08/11/25 05/08/26

(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>
Sherress Hicks	Clinical Assistant Professor Management	12/09/24
Jay McEntee	Assistant Professor Biology	01/31/25
Oana Nelson	Instructor Mathematics	07/31/25

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
John Jasinski	Provost Office of the Provost	01/31/25
Angela Anderson	Professor School of Mental Health & Behavioral Sciences	07/31/25
James Cameron	Associate Professor Music	07/31/25
David Cornelison	Professor Physics, Astronomy & Materials Science	07/31/25
James Parsons	Distinguished Professor Music	07/31/25

**LEAVE WITH PAY:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
William P. Deal	Associate Professor	11/12/24
	School of Mental Health & Behavioral Sciences	12/31/24
Chelsea Pliler	Clinical Assistant Professor	01/01/25
	School of Nursing	05/31/25
Angela Anderson	Professor	01/01/25
	School of Mental Health & Behavioral Sciences	07/31/25

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Tamera Jahnke	From: Dean	Status Change	12/21/24
	College of Natural & Applied Sciences Professor Chemistry \$185,000 annually		03/31/25
Jorge Rebaza-Vasquez	To: Interim Provost	Status Change	12/21/24
	Office of the Provost Professor Chemistry \$185,000 annually (\$3,500 monthly supplemental)		03/31/25
Jorge Rebaza-Vasquez	From: Associate Dean	Status Change	12/21/24
	College of Natural & Applied Sciences Professor Mathematics \$144,601 annually		03/31/25
Jason DeBode	To: Interim Dean	Status Change	01/01/25
	College of Natural & Applied Sciences Professor Mathematics \$144,601 annually (\$3,000 monthly supplemental)		
Jason DeBode	From: Associate Professor	Status Change	01/01/25
	Management \$143,382 annually		
	To: Department Head		
	Management \$179,000 annually		

Academic Personnel Board Actions, cont'd.

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Seth Hoelscher	From: Associate Professor Finance, Economics & Risk Management \$156,236 annually To: Department Head Finance, Economics & Risk Management \$199,605 annually	Status Change	01/01/25
Kent Ragan	Associate Dean College of Business Professor Finance, Economics & Risk Management	Reappointment	01/01/25 06/30/30
Joshua Smith	From: Program Director School of Health Sciences To: Professor School of Health Sciences	Title Change	01/06/25
Marlin Barber	From: Assistant Vice President for Inclusive Engagement & Faculty Development President's Office \$86,520 annually (12-month appointment) To: Senior Instructor Reynolds College of Arts, Social Sciences & Humanities \$86,520 annually (12-month appointment)	Status Change	01/30/25 07/31/25

Algerian Hart	From: Assistant to the President for Inclusive Engagement Office of the President \$178,448 annually (12-month appointment) To: Associate Dean McQueary College of Health & Human Services Professor Kinesiology \$178,448 annually (12-month appointment)	Status Change	01/30/25 07/31/25
Thomas Dicke	From: Professor History To: Faculty Emeritus History	Status Change	02/01/25
Laszlo Kovacs	From: Professor Biology To: Faculty Emeritus Biology	Status Change	02/01/25
Charles Rovey	From: Professor School of Earth, Environmental Science & Sustainability To: Faculty Emeritus School of Earth, Environmental Science & Sustainability	Status Change	02/01/25
Linda Sun	From: Instructor Mathematics To: Faculty Emeritus Mathematics	Status Change	02/01/25



Marlin Barber	From: Senior Instructor Reynolds College of Arts, Social Sciences & Humanities \$86,520 annually (12-month appointment) To: Senior Instructor History \$55,000 annually (9-month appointment)	Status Change & Salary Adjustment	08/01/25
David Cornelison	From: Professor Physics, Astronomy & Materials Science To: Faculty Emeritus Physics, Astronomy & Materials Science	Status Change	08/01/25
Algerian Hart	From: Associate Dean McQueary College of Health & Human Services Professor Kinesiology \$178,448 annually (12-month appointment) To: Professor Kinesiology \$92,700 annually (9-month appointment)	Status Change	08/01/25

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

**ADDENDUM A**

**The following have been appointed as Per Course Faculty for the fall semester: August 19, 2024 through December 13, 2024.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Dalbom, Clinton	College of Agriculture	\$2,000.00
Elkins, Kenneth	Honors College	\$2,400.00
Emerick, Ryne	Schl of Earth Enviro & Sustain	\$5,880.00
Guo, Dongsheng	Foreign Language Institute	\$1,100.00
Spyres, Patrick	Music	\$2,484.00

**The following have been appointed as Per Course Faculty for the spring semester: January 13, 2025 through May 09, 2025.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aldrich, Donna	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Al-Kamal, Sohaib	English	\$2,484.00
Amadore, Timothy	School-Mental Health & Behavior Sci	\$2,445.00
Ampleman, James	Marketing	\$3,300.00
Anderson, Sara	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Appleton, Joni	Missouri State Outreach	\$4,075.00
Arciniegas, Guillermo	Languages Cultures & Religions	\$2,484.00
Arora, Sonia	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Arvizu, Lyric	School-Mental Health & Behavior Sci	\$2,445.00
Baird, Patrick	School of Anesthesia	\$6,150.00
Baker, Autumn	School-Spec Ed Ldrshp Prof Studies	\$2,745.00
Baker, Gina	School-Teaching Learn & Develop Sci	\$4,890.00
Balasundaram, Megan	Management	\$3,400.00
Barnes, Jessica	History	\$2,700.00
Bartz, Gates	Art & Design	\$2,448.00
Baugus, Samantha	English	\$6,168.00
Beard, Casaundra	Art & Design	\$2,448.00
Beary, Allyson	School of Health Care Professions	\$4,890.00
Beckman, Alexandra	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Bednarick-Humes, Tracy	School-Teaching Learn & Develop Sci	\$3,045.00
Belcher, Kendra	Missouri State Outreach	\$2,445.00
Bodenstein, Amanda	History	\$4,500.00
Booth, Heather	Languages Cultures & Religions	\$1,656.00
Bowdidge, Mark	Music	\$9,252.00
Bowers, Michael	College of Agriculture	\$3,000.00

Academic Personnel Board Actions, cont'd.

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Bridges, Holden	Information Tech & Cybersecurity	\$6,000.00
Brocaille, Nicole	School-Mental Health & Behavior Sci	\$2,445.00
Bronson, Lisa	Defense & Strategic Studies	\$15,000.00
Brown, Alexis	Management	\$4,200.00
Brown, Lucas	Missouri State Outreach	\$5,490.00
Brownen, Tiana	Comm Media Journalism & Film	\$2,484.00
Buck, Stacey	School-Spec Ed Ldrshp Prof Studies	\$815.00
Buckle-Lamy, Susan	School-Teaching Learn & Develop Sci	\$2,445.00
Buening, Caitlin	Physical Therapy	\$1,830.00
Buergler, Melanie	School-Mental Health & Behavior Sci	\$2,445.00
Cafagna, Marcus	English	\$14,490.00
Cantrell, Jena	Music	\$4,404.00
Carnell, Hannah	Art & Design	\$2,448.00
Chapman, Doren	Art & Design	\$2,448.00
Choate, Lenetta	School-Mental Health & Behavior Sci	\$2,745.00
Christiansen, Ashley	School-Mental Health & Behavior Sci	\$2,745.00
Church, Christopher	Music	\$1,656.00
Clawson, Todd	Defense & Strategic Studies	\$7,500.00
Coleman, Amanda	Biology	\$2,940.00
Coleman, Courtney	Biology	\$3,600.00
Conley, Patrick	History	\$2,700.00
Cook, Sherry	Marketing	\$4,012.00
Cooper, Jean	School-Teaching Learn & Develop Sci	\$2,445.00
Crandell, Dale	Technology & Construction Mgmt	\$8,000.00
Craycroft, Robin	School-Mental Health & Behavior Sci	\$2,445.00
Cronin, Stephanie	School of Health Care Professions	\$3,260.00
Crooke, James	Physics Astronomy & Materials Sci	\$2,940.00
Davenport, Stephanie	School-Mental Health & Behavior Sci	\$2,445.00
Davis, Cheryl	Criminology	\$6,000.00
Davis, Sarah	School-Teaching Learn & Develop Sci	\$6,090.00
Day, Danielle	School-Mental Health & Behavior Sci	\$2,445.00
DeBiaso, Peppino	Defense & Strategic Studies	\$7,500.00
Denton, Diane	Sociology Anthropology & Gerontology	\$2,445.00
Derossett, Brittini	School-Mental Health & Behavior Sci	\$2,445.00
Dickensheet, Katherine	School-Mental Health & Behavior Sci	\$2,445.00
Dixon, Stephanie	School-Mental Health & Behavior Sci	\$2,445.00
Dodge, Michaela	Defense & Strategic Studies	\$7,500.00
Downs, Deborah	School of Health Sciences	\$1,400.00
Dunn, Amy	School-Teaching Learn & Develop Sci	\$4,263.00
Dunville, Hannah	School-Teaching Learn & Develop Sci	\$3,660.00
Eastman, Erich	Music	\$1,921.00

Academic Personnel Board Actions, cont'd.

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Eldred, Sherri	School-Teaching Learn & Develop Sci	\$4,075.00
Ellis, Kathleen	Defense & Strategic Studies	\$7,500.00
Emerick, Ryne	Missouri State Outreach	\$2,445.00
Engleman, Ann	School of Health Sciences	\$2,445.00
Eul, Diana	School-Mental Health & Behavior Sci	\$2,745.00
Eutsler, Tabitha	School-Teaching Learn & Develop Sci	\$2,445.00
Falconer, Stella	School of Health Sciences	\$3,000.00
Farha, Nicholas	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Fax, Elizabeth	Criminology	\$3,000.00
Fields, Kimberly	Biology	\$3,000.00
Fierro-Martinez, Nicholas	Defense & Strategic Studies	\$3,500.00
Finger, John	School of Health Sciences	\$7,800.00
Finke, Jennifer	School-Mental Health & Behavior Sci	\$2,445.00
Fisher, Bryan	Schl of Earth Enviro & Sustain	\$3,600.00
Fitzgerald, Ivy	School of Health Sciences	\$6,000.00
Fitzpatrick, Lillian	Art & Design	\$7,344.00
Fondren, Robyn	School-Mental Health & Behavior Sci	\$2,445.00
Ford, Denise	School-Teaching Learn & Develop Sci	\$3,045.00
Frans, Patrice	Technology & Construction Mgmt	\$3,000.00
Frietze, Joseph	School-Mental Health & Behavior Sci	\$4,890.00
Galante, Victoria	School of Health Sciences	\$4,307.00
Gales, Nicole	School-Mental Health & Behavior Sci	\$2,445.00
Garcia, Daniel	Theatre & Dance	\$2,784.00
Gentile, Federica Wanda	Sociology Anthropology & Gerontology	\$2,700.00
Gentry, John	Defense & Strategic Studies	\$7,500.00
Geren, Allison	English	\$4,968.00
Ghan, Christina	School-Mental Health & Behavior Sci	\$4,890.00
Gonzalez, Latisha	School-Spec Ed Ldrshp Prof Studies	\$815.00
Grapes, Kailey	School-Teaching Learn & Develop Sci	\$3,260.00
Grbac-Schomaker, Kristine	School of Health Care Professions	\$3,000.00
Gregory, Madison	School of Health Sciences	\$3,442.00
Griffin, Logan	School-Mental Health & Behavior Sci	\$2,445.00
Grover, Bethanne	Comm Media Journalism & Film	\$2,484.00
Groves, Gregory	Management	\$4,250.00
Guillen Gaudens, Trina Gabriela	Graduate College	\$3,500.00
Hargrave, Teri	Comm Media Journalism & Film	\$2,484.00
Hassani, Hannah	School of Health Sciences	\$4,307.00
Hays, Heather	Missouri State Outreach	\$2,745.00
Helton, Glenda	Missouri State Outreach	\$2,445.00
Herrera, Anakaren	School-Mental Health & Behavior Sci	\$2,445.00
Herrera, Andrea	Sociology Anthropology & Gerontology	\$6,168.00

Academic Personnel Board Actions, cont'd.

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Hill, Molly	School-Mental Health & Behavior Sci	\$2,445.00
Himes, Joe	School of Health Care Professions	\$3,045.00
Hinton, Elizabeth	Music	\$4,960.00
Hisle, Melissa	English	\$6,168.00
Hobbs, Lora	Languages Cultures & Religions	\$3,692.00
Holland, Lydia	Physical Therapy	\$1,830.00
Holloway, Jewel	Missouri State Outreach	\$3,045.00
Hopp, Taylor	School-Mental Health & Behavior Sci	\$4,890.00
Houghton, Belen	College of Agriculture	\$3,000.00
Ibbetson, Sara	School-Mental Health & Behavior Sci	\$2,445.00
Isackson, Abby	Art & Design	\$2,448.00
Ison, Johnique	School-Mental Health & Behavior Sci	\$2,445.00
James, Melissa	School-Spec Ed Ldrshp Prof Studies	\$815.00
Jamieson, Rachel	Theatre & Dance	\$2,484.00
Jefferson, Karissa	Art & Design	\$4,896.00
Jennings, Charlotte	Comm Media Journalism & Film	\$2,484.00
Jo, Yoojin	Languages Cultures & Religions	\$2,484.00
Jordan, Billy	Comm Media Journalism & Film	\$4,140.00
Julian, Holly	School of Nursing	\$4,000.00
Kanamori, Yasuko	School-Mental Health & Behavior Sci	\$3,660.00
Karr, Jeffrey	Languages Cultures & Religions	\$2,484.00
Karuppan, Corinne	Management	\$6,308.00
Keller, Ted	Schl of Earth Enviro & Sustain	\$5,500.00
Kemmel-Bartletti, Cassandra	School-Mental Health & Behavior Sci	\$2,445.00
Kent, Jennifer	School-Mental Health & Behavior Sci	\$2,445.00
Kepling, Vicke	English	\$5,100.00
Kimura, Clyde	School of Health Sciences	\$931.00
Kiras, James	Defense & Strategic Studies	\$7,500.00
Kirn, Henry	School of Accountancy	\$5,500.00
Koh, Eunhyang	Music	\$828.00
Kurth, Justin	School-Mental Health & Behavior Sci	\$4,890.00
Lagasse, Mary	Comm Media Journalism & Film	\$11,000.00
Lampe, Gabrael	Management	\$3,400.00
Lane, Deborah	English	\$2,484.00
Langston, Lisa	School-Mental Health & Behavior Sci	\$4,890.00
Levine, Marlene	School-Teaching Learn & Develop Sci	\$3,045.00
Lewis, Sarah	English	\$4,968.00
Limon Lopez, Estevan	School-Mental Health & Behavior Sci	\$2,745.00
Lippelman, Vanessa	School-Mental Health & Behavior Sci	\$2,445.00
Loyd, Kendell	Biology	\$3,000.00
Lukavich, Andrew	Information Tech & Cybersecurity	\$8,000.00

Academic Personnel Board Actions, cont'd.

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Lynn, Cassandra	School of Health Sciences	\$4,000.00
Mahan, Tracy	Missouri State Outreach	\$2,445.00
Malecky, Emily	School-Mental Health & Behavior Sci	\$2,445.00
Malloy, Alyssa	Comm Media Journalism & Film	\$4,968.00
Marlo, Francis	Defense & Strategic Studies	\$7,500.00
Mazanec, Brian	Defense & Strategic Studies	\$7,500.00
McCune, Kaylyn	Art & Design	\$4,896.00
McNew, Sarah	School-Mental Health & Behavior Sci	\$5,490.00
Melley, Brendan	Defense & Strategic Studies	\$7,500.00
Mercer, Andrew	Languages Cultures & Religions	\$3,084.00
Meyer, Elliot	Management	\$3,400.00
Meyer-Barrett, Joan	School-Spec Ed Ldrshp Prof Studies	\$1,218.00
Michalak, Peter	Management	\$4,200.00
Michel, Jaime	School-Mental Health & Behavior Sci	\$2,445.00
Michelfelder, Breanna	Schl of Earth Enviro & Sustain	\$3,300.00
Mitchell, Katrina	Music	\$6,168.00
Mizutani Cesar, Samara	Criminology	\$4,968.00
Modayil, Amanda	English	\$2,484.00
Moodie, Amanda	Defense & Strategic Studies	\$7,500.00
Moore, Heather	Management	\$3,400.00
Moore, Mallory	School of Health Care Professions	\$3,000.00
Moore, Paul	School of Health Sciences	\$3,000.00
Morgan, Flora-Jean	School-Mental Health & Behavior Sci	\$2,445.00
Morgan, Melanie	School of Health Sciences	\$6,800.00
Mouser, Kevin	Missouri State Outreach	\$2,445.00
Mulvenon, James	Art & Design	\$2,448.00
Murdock, Rachel	School-Mental Health & Behavior Sci	\$2,445.00
Murray, Kathleen	Music	\$7,000.00
Mutlu-Buyurgan, Eylem	Technology & Construction Mgmt	\$8,000.00
Nelson, Genevieve	School-Mental Health & Behavior Sci	\$2,445.00
Netzer, Roland	Theatre & Dance	\$2,484.00
Nichols, Kelley	Finance Economics & Risk Mgmt	\$8,000.00
Northrip-Rivera, Angelia	English	\$5,100.00
Odneal, Marilyn	College of Agriculture	\$3,550.00
Ogle, Peyton	School-Mental Health & Behavior Sci	\$2,445.00
Olson, Stevan	School of Accountancy	\$2,094.00
Olszewski, Haley	Theatre & Dance	\$4,140.00
Owens, Cindy	School-Teaching Learn & Develop Sci	\$3,045.00
Parke, Nicole	School-Teaching Learn & Develop Sci	\$2,445.00
Parker, Lane	Technology & Construction Mgmt	\$4,000.00
Parrish, Brandon	Technology & Construction Mgmt	\$4,000.00

Academic Personnel Board Actions, cont'd.

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Patton, Raven	Comm Media Journalism & Film	\$2,484.00
Payne, Amy	Languages Cultures & Religions	\$2,484.00
Peck, David	Defense & Strategic Studies	\$7,500.00
Peebles, Courtney	Marketing	\$4,000.00
Perkins, Amy	Missouri State Outreach	\$2,445.00
Perkins, Sarah	School-Spec Ed Ldrshp Prof Studies	\$1,793.00
Pervukhin, Eric	Art & Design	\$4,200.00
Phillips, Brianne	School-Mental Health & Behavior Sci	\$4,890.00
Phillips, Lindsay	School-Teaching Learn & Develop Sci	\$2,445.00
Philpot, James	Finance Economics & Risk Mgmt	\$12,298.00
Pietruszynski, Diana	School-Mental Health & Behavior Sci	\$4,890.00
Piland, Deborah	School of Health Sciences	\$4,000.00
Pippins, Charlotte	School-Mental Health & Behavior Sci	\$2,445.00
Polallis, Neal	Art & Design	\$2,784.00
Post, Rana	School-Teaching Learn & Develop Sci	\$1,956.00
Preston, Austin	Finance Economics & Risk Mgmt	\$4,000.00
Preston, James	College of Agriculture	\$6,900.00
Radford, Loryn	Technology & Construction Mgmt	\$3,000.00
Rhodes, Brittany	School-Teaching Learn & Develop Sci	\$4,890.00
Ritcheson, Philip	Defense & Strategic Studies	\$3,500.00
Rivera, Amanda	School-Mental Health & Behavior Sci	\$2,445.00
Robuck, Alison	Music	\$3,403.00
Rogers, Valorie	Management	\$3,400.00
Rosen, Renee	Missouri State Outreach	\$3,772.00
Rothschild, Philip	Management	\$7,244.00
Russell, Maida	Mathematics	\$4,400.00
Russell, Timothy	College of Agriculture	\$2,000.00
Russell-Ice, Whitney	Theatre & Dance	\$4,968.00
Salchow, Jason	College of Agriculture	\$3,000.00
Sanada, Yudai	Foreign Language Institute	\$2,448.00
Scales, Megan	Sociology Anthropology & Gerontology	\$3,000.00
Schekorra, Jonathan	Marketing	\$3,300.00
Schenk, Lynne	School of Health Care Professions	\$2,000.00
Sellers, Rebecca	School-Spec Ed Ldrshp Prof Studies	\$5,490.00
Sencalar, Altin	Music	\$3,530.00
Shelley, Amy	School-Mental Health & Behavior Sci	\$2,445.00
Siemers, Lauren	School of Health Care Professions	\$2,445.00
Slover, Elijah	English	\$4,968.00
Smart, Amy	English	\$4,968.00
Smith, Claire	English	\$4,968.00
Snider, Philip	Languages Cultures & Religions	\$3,084.00

Academic Personnel Board Actions, cont'd.

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Speckman, Cynthia	Comm Media Journalism & Film	\$2,484.00
Speir, Laura	Schl of Earth Enviro & Sustain	\$2,829.00
Spyres, Patrick	Music	\$2,484.00
Stacy, William	Music	\$6,168.00
Stange, Christopher	School of Accountancy	\$5,000.00
Stephens-Cantu, Heather	School-Mental Health & Behavior Sci	\$2,445.00
Stewart, Alice	Management	\$4,200.00
Stoops, Jennifer	Languages Cultures & Religions	\$2,484.00
Strong, Dingshuo	Missouri State Outreach	\$2,745.00
Sumler, James	Missouri State Outreach	\$2,445.00
Taylor, Emily	Defense & Strategic Studies	\$7,500.00
Taylor, John	School of Accountancy	\$4,200.00
Temple, Renee	School of Health Sciences	\$1,862.00
Terry, Donna	Missouri State Outreach	\$2,445.00
Thomas, Steven	Management	\$13,092.00
Tolbert, Kelly	Missouri State Outreach	\$3,772.00
Trachtenberg, David	Defense & Strategic Studies	\$7,500.00
Trevarthen, Jordan	English	\$2,484.00
Trexel, Jonathan	Defense & Strategic Studies	\$15,000.00
Triola, Matthew	College of Agriculture	\$3,000.00
Turlington, Sean	English	\$4,968.00
Turner, Valerie	English	\$5,100.00
Umbarger, Annesha	Criminology	\$3,000.00
Varava, Kira	Comm Media Journalism & Film	\$3,045.00
Vedder, Carol	School of Health Sciences	\$2,400.00
Wagler, Justin	Art & Design	\$5,508.00
Walker, Kimberley	Missouri State Outreach	\$2,445.00
Walker, Kristen	Music	\$4,968.00
Washington, Dione	Sociology Anthropology & Gerontology	\$6,168.00
Wells, Jeffrey	Technology & Construction Mgmt	\$3,500.00
Wentz, Blake	Technology & Construction Mgmt	\$4,000.00
Wheeler, Grant	Technology & Construction Mgmt	\$3,000.00
White, William	Technology & Construction Mgmt	\$3,000.00
Whyte, Christopher	Defense & Strategic Studies	\$7,500.00
Willette, Lauren	English	\$3,084.00
Williams, Bryan	Management	\$8,400.00
Williams, James	Music	\$1,756.00
Williams, Paul	Criminology	\$3,500.00
Williams, Shelby	Management	\$3,400.00
Williams, Vinita	Art & Design	\$6,090.00
Willis, Grace	English	\$2,484.00



Academic Personnel Board Actions, cont'd.

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Wittmer, Melissa	Mathematics	\$5,658.00
Wixson, Bobbi	College of Agriculture	\$2,000.00
Wolken, Jennifer	Art & Design	\$2,784.00
Woody, Chad	Art & Design	\$5,568.00
Wylie, Erin	School-Mental Health & Behavior Sci	\$1,630.00
Wynn, Arielle	School-Mental Health & Behavior Sci	\$4,890.00
Yaber Oltra, Alvaro	Graduate College	\$3,500.00
Young, Emily	Music	\$10,400.00

**ADDENDUM B**

**The following have been appointed as Summer Faculty for the summer semester: June 2, 2025 through July 31, 2025**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Bassett, Damon	Schl of Earth Enviro & Sustain	\$8,752.00
Breyfogle, Bryan	Chemistry & Biochemistry	\$1,903.00
Evans, Kevin	Schl of Earth Enviro & Sustain	\$16,579.00
Foster, Lyle	Sociology Anthropology & Gerontology	\$5,231.00
Hart, Laura	Sociology Anthropology & Gerontology	\$5,429.00
High, Brian	Chemistry & Biochemistry	\$11,072.00
Luo, Jun	Schl of Earth Enviro & Sustain	\$6,205.00
Malega, Ronald	Schl of Earth Enviro & Sustain	\$5,856.00
Metzger, Helena	Chemistry & Biochemistry	\$9,791.00
Rodrigues, Herbert	Sociology Anthropology & Gerontology	\$4,808.00
Shepard, Jason	Sociology Anthropology & Gerontology	\$3,950.00
Sherman-Wilkins, Kyler	Sociology Anthropology & Gerontology	\$5,864.00
Siebert, Matthew	Chemistry & Biochemistry	\$12,980.00
Templeman, Maureen	Sociology Anthropology & Gerontology	\$4,640.00
Walker, Alicia	Sociology Anthropology & Gerontology	\$10,872.00
Yoshimatsu, Keiichi	Chemistry & Biochemistry	\$7,108.00

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

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adams, Mollie	School of Accountancy	\$11,356.00
Aho, Kyle	Music	\$4,827.00
Barber, Sarah	School of Health Care Professions	\$1,790.00
Bird, Evonne	Kinesiology	\$2,550.00
Boehne, Tara	Occupational Therapy	\$2,027.00
Bowman, Sarah	School of Health Sciences	\$3,886.00
Brattin, Ricky	Information Tech & Cybersecurity	\$11,029.00
Cardin, Ashlea	Occupational Therapy	\$5,103.00
Chapman, Carol	Music	\$3,288.00
Chesman, Jeremy	Music	\$17,857.00
Clark, Ronald	Marketing	\$6,700.00
Clayton, Michael	Psychology	\$5,693.00
Czyzniejewski, Michael	English	\$3,898.00
Daehn, Ann	Music	\$1,949.00
Dalton, Tracy	English	\$1,311.00
Derrick, Laura	Planning Design & Construction	\$3,000.00
Euglow, Todd	Management	\$3,400.00
Ferber, Jason	Comm Media Journalism & Film	\$2,448.00
Foster, Jeffrey	Psychology	\$5,348.00
Gallaway, Julie	International Business Programs	\$7,829.00
Garrison, Traci	Occupational Therapy	\$4,379.00
Glaessgen, Tracey	School-Spec Ed Ledrshp Prof Studies	\$1,218.00
Goering, Daniel	International Business Programs	\$13,540.00
Hamm, Kristin	School of Accountancy	\$4,875.00
Hardee, Amy	Information Tech & Cybersecurity	\$3,900.00
Hausback, Jason	Music	\$2,592.00
Hays, David	Music	\$9,382.00
Hellman, Daniel	Music	\$670.00
Hong, Hye-Jung	Music	\$4,977.00
Hubbard, Kevin	Management	\$8,088.00
Irons, Chrystal	Marketing	\$3,300.00
James, Kevin	Int'l Leadership & Training Center	\$16,500.00
Kaula, Radhika	Information Tech & Cybersecurity	\$8,156.00
Keller, Carl	School of Accountancy	\$11,639.00
Ketter, Daniel	Music	\$9,531.00
Lewis, Darcy	English	\$3,940.00

Academic Personnel Board Actions, cont'd.

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Liggett, Allan	School of Health Sciences	\$14,066.00
Love, Joel	Music	\$4,655.00
Madsen, Christian	School of Health Sciences	\$931.00
Mainali, Raju	Information Tech & Cybersecurity	\$12,834.00
Mantie-Kozlowski, Alana	School of Health Care Professions	\$7,107.00
McShan, Keith	Management	\$4,921.00
Murray, Michael	Music	\$10,445.00
Naayem, Anthony	Graduate Interdisciplinary Programs	\$5,000.00
	Finance Economics & Risk Mgmt	\$2,812.00
Neely, Jeremy	History	\$5,499.00
Newman, Jonathan	English	\$5,161.00
Nordyke, Kathy	Sociology Anthropology & Gerontology	\$3,084.00
	Teaching Learning Developmental Science	\$3,045.00
Peters, Grant	Music	\$3,068.00
Pettijohn, Catherine	English Language Institute	\$2,400.00
Phillips, April	School-Spec Ed Ldrshp Prof Studies	\$3,045.00
Qiao, Yuhua	Political Science & Philosophy	\$6,703.00
Qiu, Wenping	Schl of Agri Sci & Conservation	\$5,200.00
Ravenscraft, Julia	School of Accountancy	\$7,354.00
Rodgers, Christopher	Art & Design	\$4,200.00
Scroggins, Wesley	Management	\$9,852.00
Seery, Kaitlyn	College of Agriculture	\$4,840.00
Sexton, Randall	Information Tech & Cybersecurity	\$6,700.00
Shao, Faibo	Management	\$6,700.00
Shively, Eric	School-Spec Ed Ldrshp Prof Studies	\$2,445.00
Sholley, Kathleen	School-Spec Ed Ldrshp Prof Studies	\$815.00
Shuler, Adam	Planning Design & Construction	\$3,000.00
Slavych, Bonnie	School of Health Care Professions	\$1,717.00
Snow, Donald	Music	\$16,812.00
Speer, Jason	Information Tech & Cybersecurity	\$4,599.00
Su, Wei-Han	Music	\$4,577.00
Tapis, Kanu Priya	Management	\$10,775.00
Tassin, Kerri	School of Accountancy	\$11,378.00
Thompson, Chris	Music	\$2,753.00
Thornton, Kristen	School of Accountancy	\$13,730.00
Tracy, Matthew	Music	\$7,805.00
Ulbricht, Randi	School of Health Sciences	\$2,705.00
Walters, Heather	Comm Media Journalism & Film	\$1,331.00
Wang, Jianjie	School of Health Sciences	\$1,109.00
White, Timothy	Comm Media Journalism & Film	\$1,839.00
Wilhelm, Paula	Management	\$3,400.00

Academic Personnel Board Actions, cont'd.

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Yang, Zhiguo	Information Tech & Cybersecurity	\$11,029.00
Zhang, Peng	Management	\$3,400.00

**ADDENDUM D**

**The following have been appointed as Graduate Teaching Assistants for the spring semester: January 6, 2025 through May 9, 2025.**

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Churchman, Jacob	Chemistry & Biochemistry	\$5,023.00
Gichuru, Caroline	Chemistry & Biochemistry	\$5,023.00
Murray-Harper, Jordan	Biology	\$5,023.00
Ndiba, Hannah	Schl of Earth Enviro & Sustain	\$5,023.00
Nguyen, Trieu	Chemistry & Biochemistry	\$6,115.00
Pettenger, Andrew	Chemistry & Biochemistry	\$5,023.00

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

HUMAN RESOURCES NO. 1782-25  
Approval of Actions Concerning  
Nonacademic Employees

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

**APPOINTMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Grade</u>	<u>Salary</u>	<u>Effective</u>
Joshua Brotherton	Distributed User Support Specialist Library	33	\$54,995 annually	12/02/24
Kasey Ewers	Assistant Director of Digital Engagement Alumni Relations	42	\$50,000 annually	12/04/24
Ayesha Farooq	Medical Assistant Magers Family Health & Wellness Center	40	\$39,519 annually	12/05/24
Moroni C. Abbott	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	12/09/24
Loren Berner	Residence Hall Director Residence Life, Housing & Dining Services	42	\$43,888 annually	12/09/24
John Wilson	Locksmith Facilities Maintenance	25	\$43,679 annually	12/09/24
Ashley Bluebaum	Academic Administrative Assistant II School of Nursing	12	\$33,279 annually	12/16/24
Sarah Butler	Director of Payroll Financial Services	47	\$92,000 annually	12/16/24
Corey Tracy	Audio Visual Engineer Networking & Telecommunications	35	\$76,645 annually	12/16/24

Non-academic Personnel Board Actions, cont'd.

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Eric Hall	Custodian I Residence Life, Housing & Dining Services	21	\$31,200 annually	12/18/24
Sara Bajalan	Academic Advisor I McQueary College of Health & Human Services	42	\$43,888 annually	01/06/25
Adam Comer	Assistant Director, Student Engagement for Programs Student Engagement	42	\$45,000 annually	01/06/25
Desmond Dunklin	Director of Student Engagement Student Engagement	46	\$70,000 annually	01/06/25
Tia Schneider	Administrative Specialist II McQueary College of Health & Human Services	12	\$33,280 annually	01/06/25
Kristie Vincent	Coordinator, Office of Global Education & Engagement English Language Institute	43	\$48,000 annually	01/06/25
Jonathan Campbell	Custodian I Custodial Services	21	\$31,200 annually	01/13/25
Robert Greim	Director of Development – West Plains Office of Development	44	\$65,000 annually	01/13/25
Vida Mashouri	Academic Administrative Assistant II Chemistry & Biochemistry	12	\$31,782 annually	01/13/25
Natalie Rhoten	Custodial Apprentice Custodial Services	21	\$31,200 annually	01/13/25
Jeffery Cunningham	Custodian I Plaster Sports Stadium	21	\$32,760 annually	01/14/25



Non-academic Personnel Board Actions, cont'd.

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Britney Blasingame	Administrative Assistant I College of Natural & Applied Science (75% FTE)	11	\$25,584 annually	01/16/25
Daniel Martin	Journeyman Plumber Facilities Maintenance	26	\$49,920 annually	02/03/25
Laurie Stilwell	Groundskeeper Grounds Services	22	\$34,839 annually	02/03/25
Stephen Ashley	Campus Safety Specialist – Lead Office of University Safety	25	\$39,478 annually	02/10/25
Danuell Johnson	Journeyman Plumber Facilities Maintenance	26	\$49,919 annually	02/10/25

**RESIGNATIONS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Mesha Cowan	Coordinator, Student Wellness Magers Family Health & Wellness Center	08/23/24
Sean Beasley	Director, Marketing, Communication & External Relations College of Business	11/22/24
Jacob Phillips	Associate Planner School of Earth, Environmental Science & Sustainability	11/30/24
Jessica Fantozzi	Custodian I Residence Life, Housing & Dining Services	12/09/24
Hailey Gastler	Groundskeeper Grounds Services	12/10/24
Christian Bridges	Medial Assistant Magers Family Health & Wellness Center	12/16/24
Charles Vienhage	Assistant Director of Student Conduct Office of Student Conduct	12/20/24

Non-academic Personnel Board Actions, cont'd.

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Sheila Cook	Academic Administrative Assistant II Sociology & Anthropology	12/31/24
Joshua Curran	Academic Advisor II College of Business	12/31/24
Tommy Darter	Maintenance Electrician Facilities Maintenance	12/31/24
Lauren Gaskill	Autism Resource Specialist College of Education	12/31/24
Courtney Dennison	Assistant Coach Intercollegiate Athletics	01/05/25
Yosuke Satake	Assistant Project Manager Planning, Design & Construction	01/05/25
Thomas Barker	Field & Maintenance Crew Leader College of Agriculture	01/06/25
Garrett Jackson	Academic Administrative Assistant II School of Health Care Professions	01/10/25
James Stewart	Manager, Emergency Preparedness Office of University Safety	01/10/25
Zachary McMeley	Coordinator, New Student Orientation Orientation & Transition Programs	01/17/25
Joseph Spurlin	Professional Developer Agency for Teaching, Leading & Learning	01/31/25
Justin Johns	Associate Director Academic Advising & Transfer Center	02/03/25
Kathleen Hahn	Admissions Coordinator – Academic Advisor School of Anesthesia	02/07/25

**RETIREMENTS:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Carol Forester	Administrative Specialist II Office of University Safety	12/31/24
George Lindsay	Maintenance Technician II Facilities Maintenance	01/31/25
Teresa Lindsay	Director of Payroll Financial Services	01/31/25
Darren Young	International Services Coordinator International Programs	03/31/25

**LEAVE WITH PAY**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Tabitha Haynes	Director, Project Communication	01/29/25
	Assistant to the President for Inclusive Engagement	02/17/25
Vicki Kramer	Executive Assistant IV	01/29/25
	Assistant to the President for Inclusive Engagement	02/17/25

**SEPARATION FROM EMPLOYMENT:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Michael Allison	Custodian I Custodial Services	12/20/24
Russell Friedland	Associate Head Athletics Coach – Volleyball Intercollegiate Athletics	03/03/25

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Charles Busby	From: Internet Specialist Web Strategy & Development GR 31, \$58,176 annually	Reclassification	11/13/24
	To: Internet Analyst Web Strategy & Development GR 32, \$58,176 annually		

Non-academic Personnel Board Actions, cont'd.

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Angela Cockrum	<p>From: Telecommunications Specialist Networking &amp; Telecommunications GR 35, \$79,412 annually</p> <p>To: Coordinator, Telecommunications Networking &amp; Telecommunications GR 37, \$87,375 annually</p>	Reclassification	12/01/24
Jeff Hoener	<p>From: Information Technology Support Administrator Computer Services GR 35, \$67,674 annually</p> <p>To: Information Technology Support Administrator – Client Services Computer Services GR 36, \$86,609 annually</p>	Reclassification & Salary Adjustment	12/01/24
Sara Moake	<p>From: Accountant Financial Services GR 42, \$43,888 annually</p> <p>To: Senior Accountant/Analyst Financial Services GR 44, \$58,710 annually</p>	Promotion	12/01/24
Matthew Stroup	<p>From: Centralized User Support Specialist Computer Services GR 33, \$50,772 annually</p> <p>To: Senior Centralized User Support Specialist Computer Services GR 34, \$58,656 annually</p>	Reclassification & Salary Adjustment	12/01/24
Caleb Whitlow	<p>From: Information Technology Support Administrator Computer Services GR 35, \$64,882 annually</p> <p>To: Information Technology Support Administrator – Help Desk Computer Services GR 36, \$83,049 annually</p>	Reclassification & Salary Adjustment	12/01/24

Non-academic Personnel Board Actions, cont'd.

Page 7

Nicholas Horne	Director, TRIO Upward Bound TRIO From: GR 42, \$56,238 annually To: GR 45, \$61,862 annually	Reclassification & Salary Adjustment	12/02/24
Monica Lewin	From: Coordinator Office of the Registrar GR 16, \$44,668 annually To: Associate Registrar Office of the Registrar GR 44, \$60,000 annually	Promotion	12/02/24
Kristin Roop	From: Assistant Director, Admissions - Events & Outreach Office of Admissions GR 42, \$56,303 annually To: Associate Director, Admissions Office of Admissions GR 46, \$67,305 annually	Promotion	12/02/24
Kevin White	Assistant Director, Creative Services, Photography Creative Services From: GR 43, \$58,038 annually To: GR 44, \$61,038 annually	Reclassification & Salary Adjustment	12/02/24
Shaya Smith	Medical Assistant Magers Family Health & Wellness Center From: GR 40, \$36,400 annually To: GR 40, \$39,520 annually	Salary Adjustment	12/05/24
Krishia Weber	Medical Assistant Magers Family Health & Wellness Center ) From: GR 40, \$35,093 annually To: GR 40, \$39,520 annually	Salary Adjustment	12/05/24
John Elkins	Locksmith Facilities Maintenance From: GR 25, \$40,498 annually To: GR 25, \$44,720 annually	Salary Adjustment	12/16/24

Non-academic Personnel Board Actions, cont'd.

Page 8

Dennis Ellis	From: Maintenance General Mechanic Facilities Maintenance GR 25, \$40,705 annually  To: Maintenance Technician II Facilities Maintenance GR 25, \$40,705 annually	Status Change	12/16/24
Bonnie Kettler	Administrative Assistant II Juanita K. Hammons Hall for Performing From: GR 12, \$35,091 annually To: GR 12, \$39,291 annually	Salary Adjustment	12/16/24
Evonne Bird	From: Academic Advisor I McQueary College of Health & Human Services GR 42, \$46,072 annually  To: Senior Academic Advisor McQueary College of Health & Human Services GR 42, \$51,072 annually	Reclassification & Salary Adjustment	01/01/25
Gates Breedlove-Koepke	From: Academic Advisor I Academic Advising & Transfer Center GR 42, \$43,888 annually  To: Academic Advisor II Academic Advising & Transfer Center GR 42, \$46,388 annually	Reclassification & Salary Adjustment	01/01/25
Robert Brown	From: Academic Advisor I College of Business GR 42, \$44,805 annually  To: Academic Advisor II College of Business GR 42, \$47,305 annually	Reclassification & Salary Adjustment	01/01/25

Non-academic Personnel Board Actions, cont'd.

Page 9

Jennifer Capps	<p>From: Academic Advisor I Academic Advising &amp; Transfer Center GR 42, \$43,888 annually</p> <p>To: Senior Academic Advisor Academic Advising &amp; Transfer Center GR 42, \$48,888 annually</p>	<p>Reclassification &amp; Salary Adjustment</p>	01/01/25
Katrina Chavez	<p>From: Associate Registrar Office of the Registrar GR 44, \$70,725 annually</p> <p>To: Director, Curriculum Planning &amp; Management Office of the Registrar GR 47, \$88,725 annually</p>	<p>Promotion</p>	01/01/25
Carol Forester	<p>From: Administrative Specialist II Office of University Safety</p> <p>To: Staff Emeritus Office of University Safety</p>	<p>Status Change</p>	01/01/25
Nathan Hartzler	<p>From: Distributed User Support Specialist Reynolds College of Arts &amp; Social Sciences GR 33, \$60,424 annually</p> <p>To: Academic Technology &amp; Media Support Administrator Reynolds College of Arts &amp; Social Sciences GR 35, \$70,000 annually</p>	<p>Reclassification &amp; Salary Adjustment</p>	01/01/25
Jessica McShan	<p>From: Academic Advisor I McQueary College of Health &amp; Human Services GR 42, \$44,990 annually</p> <p>To: Academic Advisor II McQueary College of Health &amp; Human Services GR 42, \$47,490 annually</p>	<p>Reclassification &amp; Salary Adjustment</p>	01/01/25

Non-academic Personnel Board Actions, cont'd.

Page 10

Sarah Morrissey	From: Administrative Assistant II Cooperative Engineering Program To: Staff Emeritus Cooperative Engineering Program	Status Change	01/01/25
Madison Orr	Academic Advisor, Athletics Intercollegiate Athletics From: GR 41, \$43,888 annually To: GR 41, \$47,049 annually	Salary Adjustment	01/01/25
Carly Totsch	From: Academic Advisor II McQueary College of Health & Human Services GR 42, \$47,952 annually To: Senior Academic Advisor McQueary College of Health & Human Services GR 42, \$50,452 annually	Reclassification & Salary Adjustment	01/01/25
Steve Turner	From: Custodial Supply, Delivery & Storage Foreman Custodial Services To: Staff Emeritus Custodial Services	Status Change	01/06/25
Bradley Iler	From: Safety & Transportation Office of University Safety GR 24, \$36,555 annually To: Utility Locate Coordinator Facilities Maintenance GR 27, \$54,079 annually	Promotion	01/16/25
Melissa Berry	From: Director Institutional Equity & Compliance To: Director Office for Institutional Compliance & Title IX Coordinator	Title Change	01/28/25



Non-academic Personnel Board Actions, cont'd.

Page 11

Mariah Bloom	From: Equity Investigator Institutional Equity & Compliance To: Investigator Office for Institutional Compliance & Title IX Coordinator	Title Change	01/28/25
Vonetta Ivy-Medlock	From: Equity Investigator Institutional Equity & Compliance To: Investigator Office for Institutional Compliance & Title IX Coordinator	Title Change	01/28/25
Betsy Sandbothe	From: Assistant Director Institutional Equity & Compliance To: Assistant Director Office for Institutional Compliance & Title IX Coordinator	Title Change	01/28/25
Lesa Anderson	From: Academic Administrative Assistant II Military Science GR 12, \$25,536 annually (9-month position) To: Administrative Specialist II Office of University Safety GR 12, \$36,711 annually (12-month position)	Status Change	02/03/25
DeVonna Rains	From: Academic Administrative Assistant III Music GR 13, \$35,677 annually To: Academic Administrative Assistant II Sociology, Anthropology & Gerontology GR 12, \$36,399 annually	Status Change & Salary Adjustment	02/05/25

Vicki Kramer	From: Executive Assistant IV Assistant to the President for Inclusive Engagement GR 17, \$60,736 annually	Transfer & Salary Adjustment	02/18/25
	To: Executive Assistant IV Legal Affairs & Compliance, Office of General Council GR 17, \$62,005 annually		

Darren Young	From: International Services Coordinator International Programs	Status Change	04/01/25
	To: Staff Emeritus International Programs		

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

III.E.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

PURCHASING ACTIVITY REPORT NO. 542-25  
Approval of Procurement Activity Report

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

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

**COMMENTS:**

Recommend the attached report summarizing all reportable Office of Procurement Services activity from December 3, 2024 through February 12, 2025 be approved.

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

**FOR APPROVAL**

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

**Pouring and Vending Rights  
Campuswide**

**Revenue Contract**

Request Board approval to issue Contract Amendment Three (3) for Contract C6502-1 Pouring and Vending Rights for the Springfield campus, to extend the expiration date from June 30, 2025 to June 30, 2028.

Amendment Three (3) to Contract C6502-1 Amendment Two (2) is to be executed by and between the University and The Coca-Cola Company acting by and through its Coca-Cola North America Group, and Ozarks Coca-Cola/Dr Pepper Bottling Company.

Under the current contract the three-year total value of cash contributions and other considerations is \$1,605,219.00, and for the additional three years it will be a total of \$2,136,267.00, for a negotiated increase of \$531,048.00 for the term of the extension.

- Total annual sponsorship dollars will increase by \$276,000.00 for the term of the extension.
- Estimated vending commissions will increase \$157,548.00 for the term of the extension.
- Marketing Fund will increase by \$25,500.00 for the term of the extension.
- Merchandising Fund will increase by \$15,000.00 for the term of the extension.
- Product Donation Fund will increase by \$12,000.00 over the term of the extension and can be allocated at the University's discretion as needed between campus and athletics departments.
- Coca-Cola will use new dedicated Campus Ambassador Program funds of \$45,000.00 over the term of the extension to annually train and employ one current University student acceptable to the University, to serve as a Coca-Cola student representative.

December 3, 2024 through February 12, 2025

**ACTIVITY REPORT  
PAGE TWO**

In addition to enhanced terms, current contract performance has been positive and there would be no disruption of service by remaining with the incumbent.

**Note: Revenue is allocated to Intercollegiate Athletics Administration H02000 222000 54075 201, Residence Life H02007 192018 54075 201 according to the location of building machines, and Plaster Student Union Engagement H02008 202005 54295 201 for \$46,000.00.**

**Exercise of contract renewal option for the purchase of goods and services estimated > \$250,000.00**

**Custodial Supplies Campus-Wide \$458,859.40  
Facilities Management (Estimated One-Year)**

Request renewal of Contract C7442-1, AMD-4, Third Renewal initiated by Hillyard Incorporated, for the purchase of custodial supplies campus-wide.

This action is the third renewal of five renewals, for the contract term January 1, 2025, through December 31, 2025. Two additional University optional one-year renewals are available through December 31, 2027.

**Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

**Note: Funding is to be from ongoing operational budgets, Residence Life Custodial Supplies Buildings and Grounds H02007 192027 73202 201 and Facilities Management Custodial Supplies Buildings and Grounds A02000 062018 73202 071.**

**Single Feasible Source > \$250,000**

**Class Schedule Management Platform \$642,137.00  
Office of the Provost (Five-Year Agreement)**

Pursuant to the University policy, which addresses justification for making awards on a single feasible source basis, the Office of the Provost has requested a five-year contract from Coursedog.

December 3, 2024 through February 12, 2025

**ACTIVITY REPORT  
PAGE THREE**

Service is to implement and use academic scheduling and academic operations analytics platforms to support the oversight and maintenance of the master class schedule, and to forecast course demand.

Desired outcomes are improving operational efficiency and accelerating degree completions.

Software Platforms and Implementation Fee

Year One	Year Two	Year Three	Year Four	Year Five	Total
\$117,756.00	\$122,832.00	\$128,161.00	\$133,755.00	\$139,633.00	\$642,137.00

Others in the market do not provide the same level of capabilities, and Banner integration and core services are included at no additional cost.

**Note: Funding to be from the Office of the Registrar operational budget Service Agreements Hardware/Software A02000 082017 73421 057.**

**FOR INFORMATIONAL PURPOSES ONLY**

**Exercise of contract renewal option for lawn mowing services estimated > \$100,000**

**Lawn Mowing Services** **112,809.56**  
**Facilities Management Grounds Services** **(Estimated One-Year)**

First renewal requested for Contract C7505-2 Lawn Mowing Services for one year from March 1, 2025 through February 28, 2026, with eight remaining optional one-year renewals.

Based on pricing submitted by The Cutting-Edge Lawn Service, the initial annual contract amount for March 1, 2024 through February 28, 2025 was estimated to be \$109,523.84. Annual increases through 2034 are requested for 3% of the expenditure from each previous year.

**Note: Funding is to be from Facilities Management Grounds A02000 062019 73407 071.**

December 3, 2024 through February 12, 2025

**ACTIVITY REPORT  
PAGE FOUR**

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

**Printing and Mailing** **\$116,347.86**  
**Marketing and Communications Editorial and Design** **(Estimated)**

Request renewal of Contract C8163-1 AMD-1 Alumni Magazine by LSC Communications MCL LLC., for the February, June, and October annual printing and mailing of the Alumni

Magazine. Action is the second renewal of five for the term of January 1, 2025, through December 31, 2025.

Three additional University optional one-year renewals are available through December 31, 2028. The original contract term is January 1, 2023, through December 31, 2023.

**Subject to continued satisfactory performance, the University will continue to exercise the remaining available annual renewal options as needed.**

**Note: Funding to be from Editorial and Creative Design Services D02000 012011 73415 063.**

**Single Feasible Source > \$100,000**

**Scholarship and Financial Aid Consulting Services** **\$120,000.00**  
**Enrollment Management and Services**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, recommend an award to Enrollment Research Associates as the only known contractor in the scholarship and financial aid consulting industry that can provide critical features needed for a financial aid consultation.

- Custom solutions for each client that are tailored to unique needs
- High-level analytical and technical approach
- Consultants that have vice president and/or director-level experience in relevant roles at institutions of higher education

December 3, 2024 through February 12, 2025

**ACTIVITY REPORT  
PAGE FIVE**

- Multi-person team for each client that always includes a company principle or vice president
- Client flexibility in terms of data formatting and timelines

Agreement will be for January 1, 2025 through October 31, 2026.

**Note: Funding to be from Executive Vice President Carryforward A02000 013002 73420 061.**

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

**Simultaneous Thermal Analyzer \$136,165.75  
Jordan Valley Innovation Center (JVIC)**

In response to required advertising, two bids were received for a simultaneous thermal analyzer for the Jordan Valley Innovation Center (JVIC).

STA 506 Jupiter Select from NETZSCH Instruments North America, LLC is an analytical piece of equipment that uses two techniques at the same time. Simultaneous Thermal Analysis refers to the simultaneous application of Thermogravimetry (TGA) and Differential Scanning Calorimetry (DSC) to one and the same sample in a single instrument. The advantage is that the test conditions are perfectly identical for the TGA and DSC signals.

A system will allow the study of various constituents that are used to develop semiconductor materials and fabricate semiconductor devices.

Recommend award to NETZSCH Instruments North America, LLC, as the only bidder meeting the required specifications of the Request for Quotation (RFQ).

**Note: Funding to be from The Missouri Department of Economic Development, House Bill 2007 Funding Agreement Fiscal Year 2025. Payment is to be made through JVIC Advanced Manufacturing Node House Bill 2007 K02471 072005 75001 032.**

December 3, 2024 through February 12, 2025



**ACTIVITY REPORT  
PAGE SIX**

**Single Feasible Source > \$100,000**

**Computerized Maintenance Management System  
Facilities Management**

**\$185,483.06  
(Five-Year Period)**

Pursuant to University policy, which addresses justification for making awards on a single feasible source basis, recommend a five-year renewal of TMA Systems to continue to provide managing maintenance workflows, tracking facility assets, building maintenance cost, and optimizing resource utilization.

<b>Extension – Five Years</b>	
<b>Term</b>	<b>Expenditure</b>
<b>Year One</b>	<b>\$ 42,317.36</b>
<b>Year Two</b>	<b>\$ 33,714.13</b>
<b>Year Three</b>	<b>\$ 35,062.64</b>
<b>Year Four</b>	<b>\$ 36,465.16</b>
<b>Year Five</b>	<b>\$ 37,923.77</b>
<b>Total Extension</b>	<b>\$185,483.06</b>

TMA Systems supports scheduling, tracking, and reporting of maintenance tasks, ensuring timely completion and reducing downtime. The software provides comprehensive tools for tracking the lifecycle and maintenance history of assets, improving decision-making on replacements or upgrades.

Detailed reports and analytics are generated to help identify trends, predict failures, and optimize resource allocation, ensuring adherence to regulatory requirements by maintaining accurate and accessible records of maintenance activities.

A work order system is featured that allows University faculty, staff, and students to report facilities issues across the Missouri State University campuses. Work orders are submitted and stored in one system, making it easy to access details like task descriptions, priorities, and deadlines.

**ACTIVITY REPORT**  
**PAGE SEVEN**

TMA Systems software assigns responsibilities, tracks progress, and ensures tasks are completed in a structured manner. Repetitive processes are automated, such as task assignments, scheduling, and notifications, saving time and reducing manual errors. The application will help prioritize urgent tasks, ensuring that critical issues are addressed promptly, tracks technician availability, and assigns tasks based on skills and workload.

Software maintains record of necessary parts and materials to ensure that they are accounted for and available when needed, helps schedule and track preventive maintenance to avoid costly emergency repairs, and maintains detailed records of all tasks, aiding in audits and compliance with regulations. University partnering with TMA Systems began in 2003.

**Note: Funding to be from Facilities Management Business Services Software/Hardware Agreements A02000 062022 73421 071.**

III.F.1.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

WEST PLAINS PERSONNEL NO. 507-25  
Approval of Actions Concerning  
Nonacademic Employees

**CHANGE OF STATUS:**

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Alexandra Graham	From: Writing Specialist/Testing Coordinator WP Advising and Academic Support GR 44, \$56,194 annually To: Director of Assessment and Accreditation WP Academic Affairs GR 44, \$57,000 annually	Transfer	02/01/2025

**RESIGNATION:**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Jacob Colangelo	Support Coordinator WP TJ Swift House ASCEND	01/17/2025
Patricia Figueiredo	Head Athletics Coach, Women's Volleyball WP Athletics and Community Engagement	02/17/2025
Robson Da Costa	Assistant Athletics Coach, Women's Volleyball WP Athletics and Community Engagement	02/17/2025

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Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

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Rowena Stone  
Secretary to the Board

IX.B.

**Faculty Senate Report to the Board of Governors, February Meeting  
Senate Activity from January and February, 2025**

Action on Curricular Proposals

- New Program: Arms Control and Nonproliferation Graduate Certificate
- New Program: Great Power Competition Graduate Certificate
- New Program: National Security Strategy Graduate Certificate
- New Program: German for Communication Undergraduate Certificate
- New Program: Social Media Writing, Strategy, and Design Undergraduate Certificate
- New General Education Course: GER 200-Aging Identities in Art and Media
- New Program: Graduate Certificate in Art Education

Senate Internal Action - Continuation of Faculty Senate and Committee Membership For the 2025-'26 Academic Year

**Whereas** the process and timeline for amendments to the Constitution of the Faculty must be completed before amendments to the Bylaws can be proposed; and

**Whereas**, Faculty Senators are expected to maintain their teaching and research loads, and the competing time requirements necessary to maintain their workloads while pursuing due diligence to amend both the Constitution and the Bylaws on top of the regular work of Senate has created an unrealistic timeline for success; and

**Whereas** external issues unrelated to the regular business of Faculty Senate directly impacted both the normal work of the Senate as well as the work towards amending the Constitution and Bylaws of the Faculty; and

**Whereas** the decision of Senate representation is too important of a decision to be made hastily and without significant debate.

**Therefore, Be it Resolved**, that the Faculty Senate suspends elections during the current 2024-'25 academic year and;

**Therefore, Be It Further Resolved** that each Senator currently in their final year of service on Faculty Senate will remain a Senator for one additional year and;

**Therefore, Be it Further Resolved** that any Senator who is unable to complete this one extended year of service beyond their current term contact the Chair of the Faculty Senate on or before March 15, 2025 so that a faculty member can be elected to represent their respective academic unit for just the 2025-2026 academic year.

Senate Resolution - International Travel Award

**Whereas**, the International Travel Award (ITA), which provided funding for faculty participation in conferences and similar events abroad, has been eliminated;

**Whereas**, the ITA allowed Missouri State faculty members from all colleges to gain international exposure for their work, leading to publications, exhibitions, and other professional accomplishments;

**Whereas**, faculty participation in international conferences promotes the university's reputation as an institution that takes research and creative activities seriously;

**Whereas**, the costs associated with the ITA were modest, since the award matched funding provided by each recipient's own academic unit;

**Whereas**, the Reynolds College of Arts, Social Sciences, and Humanities has recognized the ITA's importance by introducing a college-level version of the grant;

**Whereas**, travel funding in other colleges is inadequate to pay for international conference participation;

**Whereas**, the university's Continuous Agility Process (CAP) Research Team is studying ways to enhance research productivity;

**Be it resolved** that the Faculty Senate recommends that the CAP Research Team restore the ITA as a university-wide program.

Charge to the Committee on Policy Review to identify those policies in the Policy Library related to curriculum and determine any need for updating.

Charge to Charge to the Committee on Policy Review to assess the policies around faculty involvement in executive administrative searches.

Began work on Faculty Handbook revisions with an initial report from the committee.



**STAFF SENATE  
BOARD OF GOVERNORS  
FEBRUARY 2025 REPORT**

Happy New Year! It has been a busy (and productive) start to the new year!

**Staff Senate Events/Projects**

We kicked off the new year with our annual Staff Service Awards Luncheon. We had an excellent turnout and a great time celebrating our award recipients. Congratulations once again to those individuals and to everyone who reached an employment milestone in 2024.

Our Staff Activities Committee has been hard at work, planning several events for the Spring and Summer. They rented a theatre at Alamo Drafthouse for Staff to watch *Groundhog Day* in January and reserved a suite at Great Southern Bank Arena for Staff to watch a men's basketball game in early February. Upcoming events include attending a women's basketball game in March, hosting another movie day at Alamo Drafthouse, and attending a couple of Springfield Cardinals games in the summer.

Our Public Affairs Committee has also been busy. They are planning several service activities, including participating in Adopt-A-Street and making "Hope Notes" for Ozarks Food Harvest. They are also working with President Williams on a book discussion related to a book that reflects his leadership style. We are looking forward to reading the book he picks!

We have also been very involved in the Provost Search. We have encouraged attendance at the open forums and staff feedback. Our Executive Board was also given the opportunity to meet with each of the finalists, in a joint meeting with the executive groups for Faculty Senate and Student Government Association.

**Staff Senate Meetings**

We have continued our practice of inviting various campus stakeholders to our monthly meetings, to allow for better dissemination of information. Up to this point, we have had presentations from President Williams, the Bear Pantry, Planning, Design, & Construction, Military Science, Athletics, the President's Council on Accessibility, Grounds, Human Resources, Interim Provost Jahnke, Admissions, and University College representatives. Future meetings will include representatives from Marketing & Communications, the Foundation, and another visit from Human Resources. Our meetings continue to be the most well-

attended meetings in several years, so we appreciate everyone who has taken the time to present and share updates from their respective areas.

### **Upcoming Staff Senate Projects**

In the coming quarter, Staff Senate will continue to be busy. We will continue our representation on the over two dozen external committees/councils throughout the University. We also anticipate Staff interest in the upcoming budget talks for the next fiscal year.

We are gearing up for our elections cycle. We will elect a new Executive Board in our May meeting and will begin seeking nominations for those positions soon. Terms for a little more than a dozen Senators across all job families will expire on June 30, so we are preparing for Senate elections for those positions, which will occur throughout the month of May.

Our Staff Development Committee is continuing their work on the 2025 Staff Satisfaction Survey, which will be sent out to Staff in the Fall 2025 semester. They are also very interested in the outcome of the Strategic Plan, and plan to work toward helping accomplish the goals that will be determined through that process.

### **Staff Senate Challenge**

On a final note, in our February meeting, I challenged the Senate with going out and expressing gratitude for those around them. Our Staff work incredibly hard, and I want them to feel valued. Something as simple as saying, “thank you” or “I appreciate you” goes a long way toward making everyone feel recognized. They have taken that challenge on, and I have really enjoyed hearing stories about the people who have received those words of affirmation or gifts of appreciation from others. We have a great group of Staff, and I hope they all know how appreciated they truly are!

### **Respectfully Submitted:**

Campbell Keele  
Staff Senate Chair  
02/07/2025



## SGA Report for the Board of Governors

February 21<sup>st</sup>, 2025

The Student Government Association has been working diligently to represent student voices at a crucial time at our university and prepare for the semester ahead.

### **Highlights**

- Attended Day at the Capitol with 35 MSU student leaders and Citizen Scholars
- Welcomed Matt Magruder, and Suzanne Shaw to speak at Cabinet meetings
- Passed two Student Initiative Fund proposals, and received an additional two Student Initiative Fund proposals
- Passed three Sustainability Fund proposals
- Participated in the search for a new Provost
- Collaborated with the Student Activities Council, Traditions Council, and Residence Hall Council for a Joint Informational Night
- Helped promote the bi-annual campus blood drive hosted by the Community Blood Center of the Ozarks
- Confirmed new members to the Campus Judicial Board
- Began the 2025 SGA Elections season
- Completed a photoshoot for President's Day

### **Completed Initiatives**

- Officially registered with the American Student Government Association
- Ordered t-shirts and crewnecks for SGA members
- Ordered stickers and tote bags to give away to students
- Filmed a Parliamentary Procedure training video
- Started regular postings on the SGA blog
- Received a quarterly SGA budget update

### **Events Hosted**

- Hosted a mandatory SGA Elections Informational Night for all potential candidates in the 2025 election
- Hosted a Stalking Awareness Month event
- Completed a Black History Month photoshoot at Lincoln Hall in collaboration with various student organizations for our February Heritage Month Highlight



**Student Affairs Report**  
Missouri State University Board of Governors  
February 21, 2025

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

**Dean of Students Areas:**

**Dean of Students/ Case Management Services**

- For the month of January, there have been 118 cases created by the Behavioral Intervention Team. This is up from 61 cases in January 2024.
- Unfortunately, 2 (1 International student) students passed away in January 2025. The Dean of Students has communicated with parents and International Programs staff has communicated with parents of the international student.
- Since January, the Bearisters have met with 3 students to provide free legal services.

**Career Center**

- The staff completed 240 appointments where 96 were drop-ins.
- 8102 jobs were posted in Handshake in January.
- The job and internship career fair is scheduled for March 5<sup>th</sup> in the Plaster Student Union. There are currently 75 employers are registered, representing: Accounting, Banking, Agriculture, Natural Resources, Advertising, Media, Marketing, Sales, Government, Non-profit, IT, Manufacturing, Community & Social Services, Health care, Risk Management, Supply Chain, Law Enforcement, Utilities
- The virtual teacher job fair will take place on February 19<sup>th</sup> on Handshake targeting students interested in PK-12 Teaching jobs (2025-2026 academic year)

**Orientation & Transition Programs**

- SOAR summer registration opened on February 1<sup>st</sup>, 2025. As of February 6<sup>th</sup>, 2025, there are already 711 registered. In 2024 at the same time, there were 375 registered.
- The semester started with new SOAR leaders taking the SOAR class in preparation for the summer.

**Residence Life, Housing and Dining Services:**

- Housing applications for 25-26 are up in new and returning students.
- Winter training for Resident Assistants, Assistant Hall Directors, and Hall Directors was completed. Training sessions included topics such as communication, community, and engagement with Athletics.
- The **Residence Hall Association (RHA)** program, *Ramadan with RHA*, has been selected as the 2025 NACURH/ACUHO-I Daniel Siler Program of the Year. After winning the regional Program of the Year award, it competed against programs from across the country at the national level and emerged as the top selection.
- **Dining Services** has seen a 9.4% increase in voluntary meal plan sales from Fall 2023 to Fall 2024.

### **Student Support and Opportunity:**

- **Bears Lead** served 250 students in the fall semester with a combined GPA of 3.25 and 87 students on the Dean's list (35% of students served).

### **Campus Recreation:**

- The campus recreation fitness program is flourishing, particularly during this traditionally busy season. Bear Fit memberships have risen by 5%, while attendance for Bear Fit sessions has impressively surged by 57%, exceeding past trends. This increase demonstrates that students are not only embracing the available fitness opportunities but are also showing a heightened commitment to their health and wellness
- Camp Claw has made a remarkable start this year, having already achieved 30% of the total registrations compared to the entire registration count for 2024. This significant milestone has been reached within just five days of registration being opened, highlighting the growing enthusiasm and interest in the camp among participants.

### **Plaster Student Union:**

#### **Center for Community Engagement**

- Thus far during the current academic year, the Bear Pantry has served 1,100 households, has distributed 35,000 pounds of food and hygiene items and experienced over 5,000 visits. All of these numbers are increased from the last academic year during the same time frame. The Darr College of Agriculture's Fruit Experimentation Station donated 500 pounds of apples to the Bear Pantry in fall 2024 semester.

#### **Fraternity and Sorority Life**

- In the Fall semester, we added 650 new member and had a new member retention rate of 96.2

#### **Student Activities Council**

- SAC hosted 45 events for the fall 2024 semester with a total attendance of 5700 students.

#### **Co-Curricular Involvement**

- OSE completed its registration process for student organizations where the total number of organizations officially recognized by the Office of Student Engagement is 323.

#### **Esports**

- The varsity Super Smash Brothers Ultimate team won their conference and received a bid to compete in the national playoffs during the spring semester. Missouri Valley Conference play began in late January. Missouri State and the Level 1 Games Center will be host to the Missouri Valley Conference Esports Championship on April 12, 2025.

### **Magers Health and Wellness Center:**

- We are very excited to welcome Dr. Tarah Trokey a physician assistant to our team. Tarah will be working in our immediate care area of Magers Health and Wellness. She is experienced in family practice, sports medicine, and athletic training. In addition to working for Magers part-time she is also serving as faculty within the Physician Assistance Studies. She is a great addition to our team and the MSU campus community.
- We also welcomed two new medical assistants to our team. Shaya Smith and Ayesha Farooq. Shaya worked in various settings within the area and Ayesha was a former student of MSU who wanted to come back to her MSU home. We are excited to have them as a part of our medical support staff.

- Destress Fest was a huge success. This is a combined student and employee wellness event. We offer mini massages for students and staff on study day. We gave over 250 messages.
- Offered educational opportunities for 10 dietetic students. As a part of their community rotations dietetic students worked with our student and employee wellness coordinators. They developed nutritional programs and tabling events. They worked with the Bear Pantry and Recreational Services. They also shadowed our nutritionist and dietician counselors.
- We continue to develop our relationship with our international partners. Our Medical Coordinator, worked with a Moroccan student to assist her with finding the unique medical services needed for her to have a safe and successful semester.

**Campus Bookstore:**

- **January Bookstore “Affiliate” Store sales.** Sales during the month of January at the c-store and boutique are up 13k across all locations compared to Spring 2024, an increase of 36%.
  - Combined convenience store sales have us up 11k for the month, a 33% increase in sales.
  - Madison Ave Boutique is up 2k in sales for the month, which is a 90% increase to last year sales for the month.
- **Spring 2025 StreamlinED** – the program has again substantially increased over Spring 2024. The number of titles has increased 31% from 195 titles in 2024 to 425 titles in 2025. Sales have also increased by 37% over Spring 2024 – total dollar increase is approximately 605k. Approximately 60% of the students enrolled in Spring 2025 have at least one class enrolled as part of the StreamlinED program!

Respectfully submitted by,



Dr. Dee Siscoe,  
Vice President for Student Affairs

XIII.A.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1624-25

Approval of bids and award of a contract for the phase II renovation at Kampeter Health Sciences Hall

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the low bid of Crossland Construction Company, Inc. in the amount of Five Million Seven Hundred Twenty-four Thousand and 00/100ths dollars (\$5,724,000.00) for the base bid for the phase II renovation at Kampeter Health Sciences Hall be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$552,663.00
Construction Costs	\$5,724,000.00
Other Construction Cost	\$579,218.25
Project Administration	\$27,118.75
Construction Contingency	\$607,000.00
Furniture, Fixtures, and Equipment	\$240,000.00
Telecommunications	\$170,000.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$7,900,000.00</b>
<b>Funding Source</b>	
Kampeter Reno, Phase II budget	\$7,900,000.00
<b>Total Funding Source</b>	<b>\$7,900,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Kampeter Reno, Phase II budget funded by FY24 State of Missouri ARPA funds, FY25 MoExcels Workforce Initiative, President’s Program Enhancement Fund, Provost One-Time funds, and MCHHS One-Time funds.

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

\_\_\_\_\_  
Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

**COMMENTS:**

The bids received on this project are as follows:

<b>Contractor</b>	<b>Base Bid</b>
<b>Crossland Construction Company, Inc.</b>	\$5,724,000.00
<b>Nabholz Construction Corporation</b>	\$5,785,000.00
<b>DeWitt &amp; Associates, Inc.</b>	\$5,854,000.00
<b>RIHC Contracting, Inc.</b>	\$6,475,000.00

This project includes the phase II renovation of Kampeter Health Sciences Hall as part of the Center for Transformational Education for Life, Physical, and Health Sciences. This project renovates spaces left unrenovated from the phase I project. Phase II will renovate faculty offices and classroom spaces on the second through fourth floors of the building. In addition, this project will include a multi and interdisciplinary educational training facility for health care programs at MSU.

This project aims to renovate faculty offices, creating modern, collaborative, and functional work environments that foster innovation, enhance productivity, and promote community among faculty members.

Furthermore, classrooms and student collaboration areas will be incorporated into this project. The design of these classrooms will emphasize flexibility, acknowledging the evolving nature of pedagogy.

The educational training facility will facilitate hands-on clinical experiences and rotations for students across multiple healthcare disciplines and provide valuable services to community members in need of healthcare assistance. Work is scheduled to be completed during the summer 2026 semester.

Other construction costs include preliminary renovation work on the second and fourth floors.

This project will be paid from the Kampeter Reno, Phase II budget funded by FY24 State of Missouri ARPA funds (\$2,350,000.00), FY25 MoExcels Workforce Initiative (\$1,600,000.00), President’s Program Enhancement Fund (\$850,000.00), Provost One-Time funds (\$2,000,000.00), and MCHHS One-Time funds (\$1,100,000.00).

XIII.B.

MISSOURI STATE UNIVERSITY

BOARD RESOLUTION

BIDS & QUOTATIONS NO. 1625-25

Approval of proposal and award of a contract for lighting improvements at Plaster Stadium

**BE IT RESOLVED** by the Board of Governors for Missouri State University that the proposal from Musco Sports Lighting, LLC in the amount of Seven Hundred Thirty-nine Thousand and 00/100ths dollars (\$739,000.00) for lighting improvements at Plaster Stadium be accepted, approved, and awarded.

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

<b>Project Budget</b>	
Consultant Fees	\$11,500.00
Construction Costs	\$739,000.00
Project Administration	\$64,500.00
Construction Contingency	\$185,000.00
Furniture, Fixtures, and Equipment	\$0.00
Telecommunications	\$0.00
Relocation Costs	\$0.00
<b>Total Project Budget</b>	<b>\$1,000,000.00</b>
<b>Funding Source</b>	
Phase Zero - Plaster Stadium Lighting budget	\$1,000,000.00
<b>Total Funding Source</b>	<b>\$1,000,000.00</b>

**BE IT FURTHER RESOLVED** that this be paid from the Phase Zero – Plaster Lighting budget funded by the President’s Program Enhancement Fund.

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

\_\_\_\_\_  
Tim Francka  
Board Chair

Passed at meeting of  
February 21, 2025

\_\_\_\_\_  
Rowena Stone  
Secretary to the Board

**COMMENTS:**

This project installs new LED lights and associated work to provide a complete field lighting system at Plaster Stadium. The work is scheduled to be completed during the summer 2025 semester.

Pursuant to RSMo 34.046, which allows Missouri State University to participate in contract agreements established by other public entities, the University is utilizing the Sourcewell Cooperative Contract 041123-MSL with Musco Sports Lighting, LLC to perform the work under this contract.

This project will be paid from the Phase Zero – Plaster Stadium Lighting budget funded by the President’s Program Enhancement Fund (\$1,000,000.00).



**THE OFFICE OF RESEARCH ADMINISTRATION  
ACTIVITY REPORT – FISCAL YEAR 2025 THROUGH DECEMBER**

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 2025 through the month of December.

**PROJECT HIGHLIGHTS**

- **Jaci McReynolds**, Associate Director – Communications & Public Health Transformation for the Ozarks Public Health Institute, received **\$549,228** from the **Missouri Foundation for Health** to build upon the highly regarded Springfield Community Focus Report, a volunteer-led publication, to create the Community Focus Report (CFR), a dynamic, collective impact program that brings reporting, data, and action to the greater Springfield region to create an environment in which everyone can thrive
- **Santimukul Santra**, Professor, and **Tuhina Banerjee**, Assistant Professor of Chemistry and Biochemistry, and **Mukulika Ghosh**, Assistant Professor of Computer Science, received **\$591,497** from the **US Department of Agriculture** to introduce new morphologically controlled bimetallic nanosensors as signal amplifying agents in portable paper-based LFA assay format with smartphone readout capability for the detection of foodborne pathogens including Salmonella.
- **Allen Kunkel**, Associate VP for Economic Development and Director of the Jordan Valley Innovation Center, received **\$5,238,000** from the **Missouri Department of Economic Development**. Funding will cover operational expenses to support the JVIC Advanced Manufacturing Node’s continuing service to and advancement of the Missouri semiconductor manufacturing industry.

**RESULTS**

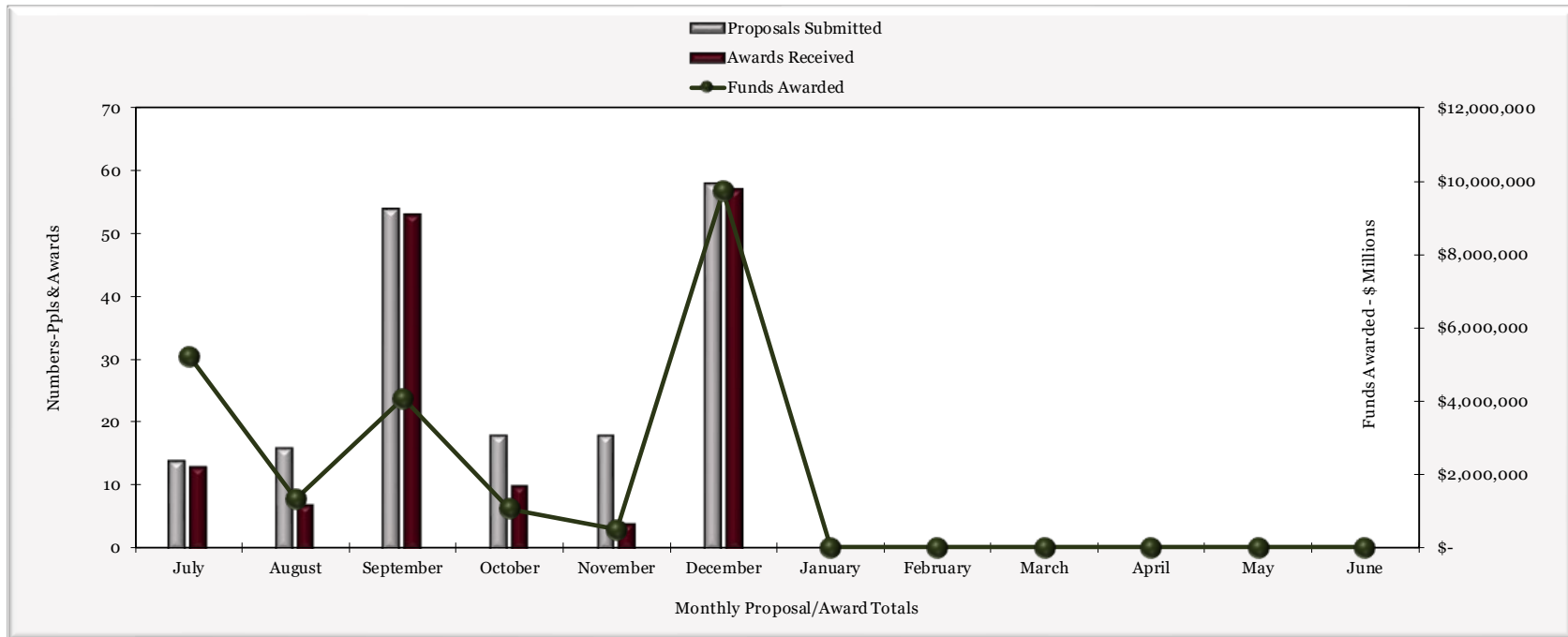
As of the end of December, the University has submitted 178 proposals for support of university-based projects. To date, 144 awards have been received – some of which are from proposals submitted during the previous fiscal year. The commitment of funds in these grants and contracts to date is \$21.8 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 2025	% Change from FY 2024
Proposals Submitted	178	11%
Funds Requested	\$44,446,578	-27%
Named Investigators	88	26%
Grants & Contracts Awarded	144	14%
Funds Awarded	\$21,877,445	-72%



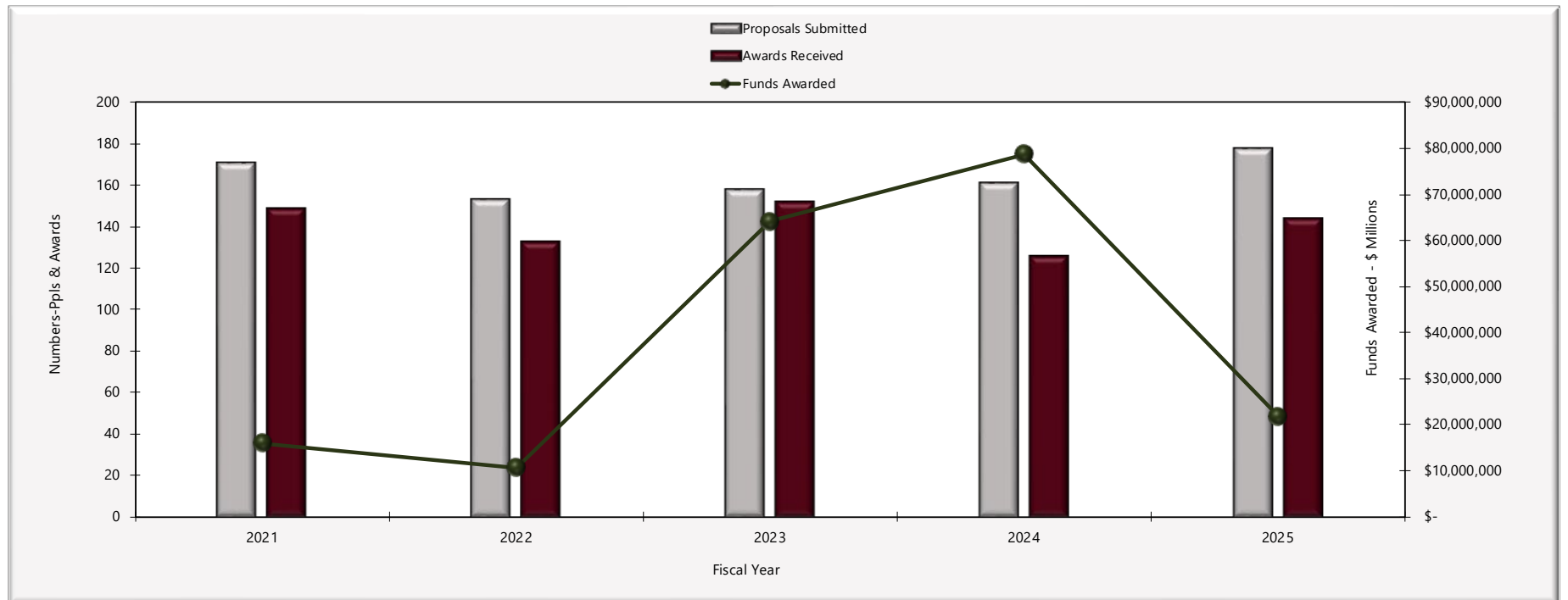
External funding activity so far in FY 2025:

Sponsored Program Activity FY 2025			
Month	Proposals Submitted	Awards Received	Funds Awarded
July	14	13	\$ 5,202,166
August	16	7	\$ 1,313,188
September	54	53	\$ 4,067,363
October	18	10	\$ 1,063,083
November	18	4	\$ 495,980
December	58	57	\$ 9,735,665
January	0	0	\$ -
February	0	0	\$ -
March	0	0	\$ -
April	0	0	\$ -
May	0	0	\$ -
June	0	0	\$ -
<b>Total</b>	<b>178</b>	<b>144</b>	<b>\$ 21,877,445</b>



A comparison of activity over the last five years:

Cumulative Sponsored Program Activity Through the Month of December (FY 2021 - FY 2025)										
Fiscal Year	Proposals Submitted	Number of Awards							\$Millions	
		Education Training	Equipment	Facilities	Research	Service	Sustainability	Ttl Awds	Requested	Awarded
2021	171	28	0	0	23	97	0	149	\$ 31,691,524	\$ 15,907,265
2022	153	20	1	0	20	91	0	133	\$ 22,960,140	\$ 10,605,902
2023	158	30	1	4	18	96	0	152	\$ 50,023,893	\$ 64,219,945
2024	161	19	0	3	22	82	0	126	\$ 60,660,799	\$ 78,696,497
2025	178	21	0	2	28	89	4	144	\$44,446,578	\$ 21,877,445



Grant and contract activity for FY 2025, through December:

**Missouri State University  
FY 25 Grant/Contract Activity by Unit**

Unit	# Applying		# Awarded		Credit Share*			Actual**		
	Staff	Faculty	Staff	Faculty	# Submitted	# Awarded	\$ Awarded	# Submitted	# Awarded	\$ Awarded
ADMIN - Administrative Services	1	0	1	0	1	1	\$ 9,638	1	1	\$ 9,638
CGP - Community & Global Partnerships	5	0	5	0	14	14	\$ 1,913,459	12	12	\$ 1,913,459
CASE - Center for Applied Science & Engineering	5	0	2	0	10	3	\$ 103,340	6	3	\$ 103,340
CBED - Center for Business & Economic Development	3	0	3	0	9	10	\$ 1,096,408	8	8	\$ 1,083,908
ILTC - International Leadership & Training Center	1	0	1	0	2	2	\$ 744,198	2	2	\$ 744,198
JVIC - Jordan Valley Innovation Center	1	0	1	0	5	5	\$ 5,664,756	5	5	\$ 5,664,756
SBDC - Small Business Development Center	1	0	1	0	4	4	\$ 184,017	4	4	\$ 184,017
CNAS - College of Natural & Applied Sciences	0	42	0	17	70	22	\$ 2,178,063	40	16	\$ 1,769,101
BSFS - Bull Shoals Field Station	0	1	0	1	1	1	\$ 210	1	1	\$ 210
CRPM - Center for Resource Planning & Management	1	0	1	0	1	2	\$ 53,250	1	1	\$ 3,250
OEWR - Ozark Environmental Water Research Institute	3	0	3	0	8	5	\$ 154,843	4	3	\$ 154,843
COB - College of Business	0	3	0	3	3	3	\$ 299,773	3	3	\$ 299,773
C-PRIME - Center for Project Innovation & Management Education	0	0	0	0	0	0	\$ -	0	0	\$ -
COE - College of Education	2	8	1	6	19	13	\$ 1,621,365	16	11	\$ 1,430,530
ATLL - Agency for Teaching, Leading and Learning	0	0	1	0	7	7	\$ 417,820	7	7	\$ 417,820
CRE - Center for Rural Education	0	2	0	1	3	1	\$ 70,000	2	1	\$ 70,000
ISI - Institute for School Improvement	0	0	0	0	0	0	\$ -	0	0	\$ -
DCOAG - William H. Darr College of Agriculture	0	4	1	5	11	13	\$ 398,197	10	11	\$ 473,197
CGB - Center for Grapevine Biotechnology	1	1	0	1	4	1	\$ 57,499	1	1	\$ 57,499
MVEC - Mid-America Viticulture & Enology Center	1	2	1	2	4	4	\$ 31,440	4	3	\$ 31,440
EVP - Office of the Executive Vice President	0	0	0	1	0	1	\$ 524,004	0	1	\$ 524,004
GRAD - Graduate College	0	1	0	1	2	2	\$ 136,100	2	2	\$ 136,100
INFO - Information Services	0	0	0	0	0	0	\$ -	0	0	\$ -
LIB - Libraries	1	1	0	0	2	0	\$ -	2	0	\$ -
MCHHS - McQueary College of Health & Human Services	1	10	1	8	15	15	\$ 2,077,887	11	13	\$ 2,030,179
AHEC - Southwest Missouri Area Health Education Center	1	0	1	0	5	4	\$ 71,391	5	4	\$ 71,391
OPHI - Ozarks Public Health Institute	2	0	2	0	3	3	\$ 715,138	3	3	\$ 715,138
RSTATS - RStats Institute	0	0	0	0	0	0	\$ -	0	0	\$ -
OIE - Office of Inclusive Engagement	0	0	0	0	0	0	\$ -	0	0	\$ -
PRES - Office of the President	0	0	0	0	0	0	\$ -	0	0	\$ -
PROV - Office of the Provost	0	1	1	0	1	1	\$ 47,709	1	1	\$ 954,175
RCASH - Judith Enyeart Reynolds College of Arts, Social Sciences & Humanities	0	10	0	10	14	14	\$ 1,046,422	12	11	\$ 774,961
CAR - Berniece S. Warren Center for Archaeological Research	0	1	0	1	9	9	\$ 709,925	9	9	\$ 709,925
CDR - Center for Dispute Resolution	0	0	0	0	0	0	\$ -	0	0	\$ -
CWCCC - Center for Writing in College, Career & Community	0	1	0	0	1	0	\$ -	1	0	\$ -
SA - Student Affairs	2	0	2	0	2	2	\$ 147,308	1	0	\$ -
CCE - Center for Community Engagement	0	0	1	0	0	1	\$ 147,308	0	1	\$ 294,616
WP - West Plains Campus	1	2	2	3	4	6	\$ 1,255,976	4	6	\$ 1,255,976
<b>TOTAL</b>	<b>33</b>	<b>90</b>	<b>32</b>	<b>60</b>	<b>234</b>	<b>169</b>	<b>\$ 21,877,445</b>	<b>178</b>	<b>144</b>	<b>\$ 21,877,445</b>

\* 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 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 January		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 24	6,468	\$176,456	54	\$276,923	6,522	\$453,379	46,064	\$5,388,077	FY 24
	<b>FY 25</b>	6,251	\$117,389	43	\$329,392	6,294	\$446,781	49,044	\$5,516,262	<b>FY 25</b>
<b>Capital Facilities</b>	FY 24	6	\$204	6	\$12,010,609	12	\$12,010,813	162	\$17,665,172	FY 24
	<b>FY 25</b>	8	\$960	2	\$6,500	10	\$7,460	118	\$1,283,119	<b>FY 25</b>
<b>One Time Gifts</b>	FY 24	0	\$0	6	\$92,700	6	\$92,700	93	\$1,812,239	FY 24
	<b>FY 25</b>	0	\$0	11	\$1,978,061	11	\$1,978,061	121	\$3,596,175	<b>FY 25</b>
<b>TOTALS</b>	FY 24	6,474	\$176,660	66	\$12,380,232	6,540	\$12,556,892	46,319	\$24,865,488	FY 24
	<b>FY 25</b>	6,259	\$118,349	56	\$2,313,953	6,315	\$2,432,302	49,283	\$10,395,556	<b>FY 25</b>

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2024 TO 01/31/2025**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2024 TO 01/31/2025	TOTAL 07/01/2023 TO 01/31/2024
ALUMNI	\$62,082	\$1,404,698	\$709,320	\$28,720	\$245,703	<b>\$2,450,120</b>	\$4,105,938
FRIENDS	11,637	1,412,593	203,621	23,051	174,927	<b>\$1,825,829</b>	2,561,917
PARENTS	0	9,873	100	0	11,373	<b>\$21,346</b>	59,759
FOUNDATIONS	11,600	290,588	84,865	0	2,900	<b>\$389,953</b>	13,040,044
ORGANIZATIONS	21,900	650,383	2,597,112	10,136	0	<b>\$3,279,531</b>	1,782,209
BUSINESSES	8,581	1,201,665	308,857	285,066	624,608	<b>\$2,428,777</b>	3,315,621
<b>GIFT TOTAL</b>	<b>\$115,800</b>	<b>\$4,969,800</b>	<b>\$3,903,875</b>	<b>\$346,973</b>	<b>\$1,059,511</b>	<b>\$10,395,556</b>	<b>\$24,865,488</b>

*\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.*

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2024 TO 01/31/2025	TOTAL 07/01/2023 TO 01/31/2024
DEFERRED GIFTS	0	0	1,135,000	0	<b>\$ 1,135,000</b>	<b>\$ 2,959,641</b>

**GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$79M**

**FY 25 TOTAL PLEDGES RECEIVED TO DATE: \$3,042,198**

	NUMBER OF DONORS 7/1/2024 TO 01/31/2025	NUMBER OF DONORS 7/1/2023 TO 01/31/2024
ALUMNI	<b>4,522</b>	4,351
FRIENDS	<b>9,141</b>	8,652
PARENTS	<b>102</b>	274
FOUNDATIONS	<b>37</b>	40
ORGANIZATIONS	<b>240</b>	243
BUSINESSES	<b>505</b>	581
<b>TOTAL</b>	<b>14,547</b>	14,141

**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 December		Running Totals		Year
		No.	Amount	No.	Amount	No.	Amount	No.	Amount	
<b>Annual Gifts</b>	FY 24	7,310	\$256,879	248	\$1,430,108	7,558	\$1,686,987	39,542	\$4,935,698	FY 24
	<b>FY 25</b>	7,580	\$291,696	229	\$1,081,289	7,809	\$1,372,985	42,395	\$5,044,484	<b>FY 25</b>
<b>Capital Facilities</b>	FY 24	15	\$4,138	31	\$5,010,904	46	\$5,015,042	151	\$5,654,359	FY 24
	<b>FY 25</b>	12	\$2,410	24	\$253,351	36	\$255,761	108	\$1,275,659	<b>FY 25</b>
<b>One Time Gifts</b>	FY 24	0	\$0	34	\$891,180	34	\$891,180	87	\$1,719,539	FY 24
	<b>FY 25</b>	0	\$0	38	\$514,675	38	\$514,675	109	\$1,602,114	<b>FY 25</b>
<b>TOTALS</b>	FY 24	7,325	\$261,017	313	\$7,332,192	7,638	\$7,593,209	39,780	\$12,309,596	FY 24
	<b>FY 25</b>	7,592	\$294,106	291	\$1,849,315	7,883	\$2,143,421	42,612	\$7,922,257	<b>FY 25</b>

**MISSOURI STATE UNIVERSITY FOUNDATION  
INCOME SUMMARY TOTALS BY TYPE AND SOURCE  
07/01/2024 TO 12/31/2024**

SOURCE	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	NON-GIFT INCOME*	TOTAL 07/01/2024 TO 12/31/2024	TOTAL 07/01/2023 TO 12/31/2023
ALUMNI	\$60,165	\$1,342,649	\$663,440	\$17,514	\$235,732	<b>\$2,319,153</b>	\$4,004,511
FRIENDS	11,394	1,339,389	142,960	6,115	176,305	<b>\$1,676,163</b>	2,426,185
PARENTS	0	4,398	100	0	10,973	<b>\$15,471</b>	56,228
FOUNDATIONS	11,600	287,807	86,090	0	2,900	<b>\$388,397</b>	1,009,424
ORGANIZATIONS	21,800	488,359	806,264	8,303	0	<b>\$1,324,726</b>	1,636,145
BUSINESSES	8,496	1,180,917	108,937	276,589	623,408	<b>\$2,198,347</b>	3,177,103
GIFT TOTAL	<u>\$113,455</u>	<u>\$4,643,519</u>	<u>\$1,807,791</u>	<u>\$308,521</u>	<u>\$1,049,318</u>	<u><b>\$7,922,257</b></u>	<u>\$12,309,596</u>

*\*Per the Tax Cuts and Jobs Act, the US Tax reform bill signed into law effective in 2021, income recieved from athletics seat assessments and suites are no longer tax deductible.*

**DEFERRED GIFT COMMITMENTS**

	UNRESTRICTED CURRENT	RESTRICTED CURRENT	ENDOWMENT	GIFTS OF PROPERTY	TOTAL 07/01/2024 TO 12/31/2024	TOTAL 07/01/2023 TO 12/31/2023
DEFERRED GIFTS	0	0	1,135,000	0	<b>\$ 1,135,000</b>	<b>\$ 2,959,641</b>

**GRAND TOTAL FOR TESTAMENTARY GIFTS YET TO BE RECEIVED: \$79M**

**FY 25 TOTAL PLEDGES RECEIVED TO DATE: \$2,905,473**

	NUMBER OF DONORS 7/1/2024 TO 12/31/2024	NUMBER OF DONORS 7/1/2023 TO 12/31/2023
ALUMNI	<b>4,343</b>	4,098
FRIENDS	<b>8,778</b>	8,107
PARENTS	<b>97</b>	261
FOUNDATIONS	<b>37</b>	38
ORGANIZATIONS	<b>222</b>	229
BUSINESSES	<b>421</b>	557
TOTAL	<u><b>13,898</b></u>	13,290

**Information Services Written Report for the MSU Board of Governors**  
**Jeff Coiner – Chief Information Officer**

This year promises to bring new beginnings and opportunities for Missouri State University. Efforts are ongoing towards the development of a new strategic plan. Construction projects in Springfield and West Plains demonstrate growth and investment in facilities. Key appointments, including a new Provost and deans for the library and graduate college, are critical to our long-term success and vision.

The Information Services team anticipates achieving several key goals this year, including but not limited to:

- **Cheek Hall Renovation:** We expect to complete the construction of new space for our User Support staff in the Meyer Library by March. The new Network Center space in Cheek Hall will serve as the hub for the Springfield campus facilities. The renovation of Cheek Hall will commence in May 2025, with an expected completion date of August 2026. During this period, the Information Services team will relocate to other areas on campus, which may cause some disruption. However, we look forward to our new office space and improvements for the Math and Computer Science departments.
- **Data Center Improvements and Network Upgrades:** The consolidation of our two data centers into the Blair-Shannon data center is progressing well. Significant progress has been made, resulting in benefits such as lower electrical usage.
- **Support Student Success and EDSights Implementation:** The launch of EDSights and the development of an enhanced tool for academic advisors to identify students needing assistance for various issues are underway.
- **Alliance for Healthcare Education Technology Requirements:** Planning for the Alliance partnership's construction and technology needs is on track for the Fall 2025 semester. We continue to collaborate with Alliance, CoxHealth, OTC, and SPS technology teams to ensure the necessary technology for student, faculty, and staff success.
- **Cybersecurity Risk Mitigation:** Ongoing efforts include educating employees about cyber threats through annual awareness training and regularly scheduled simulated phishing campaigns.
- **Account Management Improvements and Automation:** New tools will be utilized to rebuild the process for creating and managing computer systems accounts for the University.
- **Technology Improvements from the “Broken Windows” Culture:** Welcome Center enhancements are already in progress, with more improvements anticipated.
- **Support for Conference USA Transition and Athletics Technology Needs:** Implementation of new fiber and communication connections to support broadcasting needs for the Conference USA transition and addressing ongoing staffing and support requirements.
- **Alignment with the University’s Strategic Plan:** Ensuring that technology projects and staff across the MSU System align with the University's new Strategic Plan requirements.

These initiatives reflect our commitment to enhancing the infrastructure and technology that supports the University’s mission and strategic goals.



## XVII.A.

### Marketing and Communications Report Missouri State University Board of Governors February 21, 2025

MarCom updates since the December 12, 2024, meeting

The team continues to support the Strategic Planning process via website support and participation on the steering committee and the Branding and Identity workgroup.

The final marketing research report was presented by SimpsonScarborough on February 10. Outcomes will be reported to the board at the February 21 meeting.

#### **Web Strategy and Development (WSD)**

The team has been updating the website to reflect the changes resulting from the closure of the Office for Inclusive Engagement. This has been an intensive process that's taken several weeks to accomplish.

They are finalizing the updates to the Graduate College site. The update to the Office of the Provost site is currently on hold.

The team completed the updates to web blog system. They will be transitioning to a new platform, Word Press Engine this summer when usage is lower.

Fourth Quarter web analytics are attached.

#### **Office of Strategic Communications**

The team remains busy supporting all areas of the university.

Social media is very active. They continue to grow in all areas. Student "takeovers" have been very popular and provide interesting and fun updates about events on campus.

December through January analytics for social media are attached.

#### **Video Marketing**

The team accompanied the Pride Marching Band to Washington D.C. as they were scheduled to appear in the inauguration parade. Sadly, the parade was moved indoors and could not accommodate the band. The team still captured the other activities they engaged in while in Washington. A new video will be shown at the BOG main meeting in February.






#### **Creative Services**

The team continues work on spring admissions pieces for events like Spring Showcase.

They have been working with Advancement on Day of Giving, Bears of Distinction and other events. They continue to have multiple magazines in the works.


A photographer and writer also traveled with the Pride Marching Band to Washington. Images and stories will be featured in several future publications.

## Social Media Results Dec 1 through Jan 31

Profile	Audience	Net Audience Growth	Published Posts	Impressions	Engagements	Engagement Rate (per Impression)	Video Views
 <b>Missouri State</b>	8,274	188	13	103,562	8,311	8%	103,562
 <b>Missouri State University</b>	100,239	625	43	4,086,186	96,330	2.4%	60,811
 <b>Missouri State University</b>	133,889	2,769	7	102,145	12,660	12.4%	0
 <b>missouristate</b>	52,531	660	134	1,117,244	41,894	3.7%	247,039
 <b>MissouriState</b>	61,302	-44	38	48,350	1,489	3.1%	619



# Quarter 4, 2024 Analytics recap



Site health remains stable, with some expected dips during the two extended holiday breaks when prospective and current students were less engaged.

# Q3 overview

- **Engagement:** Overall engagement rate increased slightly from October to December indicating a positive trend in user engagement. However, engagement is down slightly vs. Q3.
- **Home Page Engagement:** Engagement fluctuated but overall showed a small 1.71% improvement.
- **Views:** Total views decreased by 4.29%. This could be attributed to the two extended holiday breaks where our audience is on break.
- **Users:** Total user numbers slightly increased by 4.25%, showing a gradual rise in audience despite declining views.

97

Site health score  
+1 point

98

Best practices score

98

Accessibility score

92

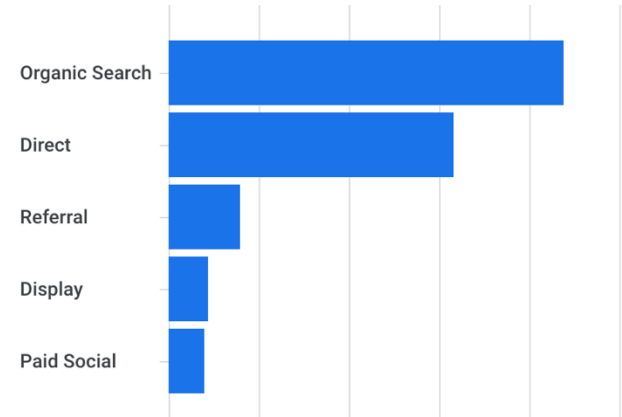
SEO score  
+1 point

Metric	October	November	December	Total	% Change
Overall Engagement Rate	56.54%	57.10%	58.78%	57.47%	-4.2
Home page engagement rate	59.17%	61.15%	59.07%	59.80%	1.71
Views	2,202,225	1,956,906	1,660,624	5,819,755	-4.29
Users	416,373	389,134	350,477	1,155,984	4.25
Conversions	12,187	12,429	9,067	33,683	1.12
Average engagement time	2.11	2.17	2.01	2.09	3.94
Engaged sessions per user	1.16	1.18	1.13	1.15	11.23

# Q3 traffic and behavior

- Strong search engine visibility continues to drive engaged traffic. Our most engaged users come from organic search.
- Engagement and behavior metrics show a steady seasonal decline across October to December, with significant drops in higher-intent actions like form submissions and application submits.

## Traffic acquisition



Metric	October	November	December	Total
50% scroll	238,487	211,862	177,658	628,007
75% scroll	180,951	157,458	131,905	470,314
Internal link clicks	111,819	96,381	86,004	294,204
form submits	40,934	34,525	28,350	103,809
slate form submits	3,909	2,989	1,664	8,562
slate application submits	2,602	1,887	1,230	5,719

# Q4 SEO

- Keyword rankings on Page 1 experienced a slight decline again last quarter, while Search Engine Features continued to grow. Despite this, Page 1 visibility and SEO has remained strong and stable.
- There are more program types appearing in top keyword results. This illustrates that the previous realignments and ongoing redesigns are providing increased historical weight in search results.

## Keywords (stayed the same)

Top general	Top program
Missouri State University	Audiology degree
Apply to Missouri State	Master of science in athletic training
Admissions Missouri State	Gerontology programs
Missouri State costs	Teaching certification Missouri
Missouri Colleges	Degree in equine science
Missouri universities	Petroleum geology
Colleges in Springfield	Instrumental music education
Financial Aid	Theatre education degree
Missouri financial aid	Gerontology minor
Financial aid Missouri	Child and family development major
Majors and Applications	Athletic training degree
Missouri college majors	Natural science education
How to apply to colleges	Doctor of audiology

## Top content

Page
Home
Future students
Majors and programs
Catalog
College of business
Apply for admission
Financial aid
Academic calendar
Application status
Hammons hall
Undergrad tuition and cost
On campus housing

## Search placements

Keyword Rank	Q4
Page 1	32
Page 2	41
Page 3	31
SERP features	19
<b>Total</b>	<b>123</b>
<b>Total Page 1</b>	<b>51</b>

SERP features appear on page 1

# Q3 Chatbot

## Questions answered remains stable post Q2 increase to 88%

- The percentage of questions answered reached an all-time high of 88% in Q3 and remained stable in Q4.
- Escalations to a human representative increased by 1% in Q3 however escalations decreased by 1.1% in Q4.
- With the rollout of spring updates to the AI knowledge base and optimization of the user flow, we expect to increase the number of questions answered and continue to lower the escalation rate.

### User topic engagement

> Admission	853		26%
> Finaid	697		21%
> Chat	622		19%
> Academics	425		13%
> Billing	129		4%
> Services	124		4%
> Fafsa	66		2%
> International	63		2%
> Coronavirus	60		2%
> Housing	58		2%

### Engagement

<b>Q3 totals</b>	
Contacts	3048
Escalated to human	7%
Questions answered	88%

XIX.

BE IT RESOLVED by the Board of Governors for Missouri State University that a closed meeting, with closed records and closed vote, be held during a recess of this regular meeting of the Board of Governors to consider items pursuant to the [revised statutes of the State of Missouri 610.021](#):

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