



**SOUTHEAST MISSOURI  
STATE UNIVERSITY · 1873<sup>®</sup>**

Office of the President

**NOTICE OF MEETING OF THE BOARD OF GOVERNORS**

Notice is hereby given this second day of October 2024 that the Board of Governors of Southeast Missouri State University will convene at 2:30 p.m., on Thursday, October 3, 2024, and again at 8:30 a.m. on Friday, October 4, 2024 in the Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda is attached to this notice and includes a vote to close the meeting on October 4th for consideration of matters authorized by statute, including, 610.021(1), (2), (3), (12), and (13) of the Revised Statutes of Missouri.

Representatives of the news media may obtain copies of this notice by contacting:

Tonya Wells  
Asst. Vice President, Marketing & Communications  
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573-651-2459

Christopher R. Martin  
Board of Governors' Secretary



**BOARD OF GOVERNORS**  
**2:30 p.m., Thursday, October 3, 2024**  
**Academic Hall Board Room\***

**WORK SESSION AND**  
**COMMITTEE MEETINGS**  
**AGENDA**

*Committee Meeting Times are Estimated*

- 1. General Business (2:30-2:45 p.m.)**  
*(Governor Klocke)*
  - a. Welcome and Call to Order
  - b. Roll Call of Members and Determination of Quorum
  - c. Review Minutes of June 24, June 25, Aug. 13 and Sept. 3, 2024 (*Attachment A*)
  - d. Board of Governors Executive Committee Minutes (*Attachment B*)
  
- 2. Academic & Student Engagement Committee (2:45-3:30 p.m.)**  
*(Governor Smith)*
  - a. Review Item on Next Day's Agenda
    - i. Fall 2024 Census Enrollment and Student Outcomes
    - ii. Strategic Action Plan Update: Enrollment Plan
  
- 3. Break (3:30-3:45 p.m.)**
  
- 4. Finance & Audit Committee (3:45-4:30 p.m.)**  
*(Governor Limbaugh)*
  - a. Review Items on Next Day's Agenda
    - i. Progress Report on Contracts and Facilities Management (*Attachment D*)
    - ii. FY25 Operating Budget to Actual Report (*Attachment E*)
    - iii. Faculty and Staff Personnel Actions (*Attachment F*)
  
- 5. General Business (4:30-4:45 p.m.)**
  - a. Other Matters for Discussion
  - b. Review Schedule and Logistics for Next Day's Meeting
  - c. Adjourn Work Session

***\*Accessible to Physically Handicapped or Disabled***



**SOUTHEAST MISSOURI**  
**STATE UNIVERSITY · 1873<sup>®</sup>**

**BOARD OF GOVERNORS MEETING**  
**8:30 a.m., Friday, October 4, 2024**  
**Academic Hall Board Room\***

**Open Agenda**

**1. General Business**

*(Governor Klocke)*

a. Action Item(s)

- i. Welcome and Call to Order
- ii. Roll Call and Determination of Quorum
- iii. Consideration of Minutes of June 24, 2024 Open Session Retreat, June 25, 2024 Open Session Meeting, August 13, 2024 Open Session Meeting, and September 3, 2024 Open Session Meeting (**Attachment A**)

b. Report Item(s)/Information

- i. Executive Committee Minutes – July 22, 2024 (**Attachment B**)

**2. University President's Items**

*(University President Vargas)*

a. Report Item(s)/Information

- i. University President's Report
- ii. Student Presentation (**Attachment C**)
- iii. Report from Student Government
- iv. Report from Faculty Senate

**3. Academic & Student Engagement Committee**  
*(Governor Smith)*

- a. Report Item(s)/Information
  - i. Fall 2024 Census Enrollment and Student Outcomes
  - ii. Strategic Action Plan Update and Enrollment Plan

**4. Finance & Audit Committee**  
*(Governor Limbaugh)*

- a. Report Item(s)/Information
  - i. Progress Report on Contracts and Facilities Management (**Attachment D**)
  - ii. FY25 Operating Budget to Actual Report (**Attachment E**)
  - iii. Faculty and Staff Personnel Actions (**Attachment F**)

**5. General Business**  
*(Governor Klocke)*

- a. Action Item(s)
  - i. Convene Closed Session for Appropriate Considerations Pursuant to Sections 610.021(1), (2), (3), (12) and (13) of the Revised Statutes of Missouri
  - ii. Reconvene Open Session
  - iii. Announcements of Actions Taken in Closed Session
  - iv. Adjourn Board of Governors Meeting

***\*Accessible to Physically Handicapped or Disabled***

**MINUTES OF THE WORK SESSION  
AND RETREAT  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
TWENTY-FOURTH DAY OF JUNE 2024**

The Board of Governors for Southeast Missouri State University convened in open session on Monday, June 24, 2024, at approximately 9:05 a.m. at the Montgomery Bank Conference and Training Center located at 526 W. Main Street, Jackson, Missouri. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Mr. Kerry K. Robinson; Mr. Lloyd F. Smith; and Mr. Clayton Eftink, Student Representative to the Board of Governors. Governor Moore was not present during the morning Open Session due to illness, however, he participated via phone in the subsequent Closed Executive Session and during the Board's announcements and adjournment. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. Members of Executive Staff were in attendance, as well as Dr. Chuck Welch from the American Association of State Colleges and Universities (AASCU). Board President Klocke presided.

**BOARD DEVELOPMENT WORKSHOP**

Board President Klocke called on University President Dr. Carlos Vargas to introduce Dr. Chuck Welch, President & CEO of AASCU to share a presentation titled "The Changing Higher Education Landscape and the Impact on Regional Comprehensive Institutions."

Dr. Welch began his presentation by giving an overview of AASCU. He stated that AASCU members comprise 52% of the nation's public four-year institutions, they enroll 46% of the nation's undergraduate students at public four-year institutions, and that approximately 54% of all Pell recipients enrolled at public four-year institutions are enrolled at an AASCU member institution. Dr. Welch further stated that the average tuition and fees at AASCU member institutions was about \$1,800 less than that of other public four-year institutions. He also shared some statistics regarding degree completion. Dr. Welch spoke about some of the challenges facing higher education and responded to some of the critiques and myths facing the industry. A challenge he said, is that regional comprehensive institutions seem to get grouped in with other large institutions or left out entirely when it comes to acknowledging key players in postsecondary education. Dr. Welch also shared information from the Pew Research Center regarding the devaluation of higher education, and countered by noting that higher education is not just a cost, it is an investment. Some of the other trends and challenges he discussed, included but were not limited to, inadequate state funding and rising tuitions, deferred maintenance, enrollment, hiring challenges, athletics, and policy gridlock. In closing he offered

some suggestions on what schools such as SEMO can do to continue to advance higher education such as continue to advocate for investments in higher education, embrace change and creativity, support alternate revenue streams, ensure solutions have a problem, and double down on student success initiatives.

Following the presentation, board members thanked Dr. Welch for his attendance and engaged in brief discussion on his remarks.

### **BOARD STRATEGY WORKSHOP**

Board President Klocke called on University President Dr. Carlos Vargas to introduce Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to facilitate a discussion on strategic enrollment planning.

Beginning her comments, Dr. Below reminded the board of previous updates provided to them on the Strategic Action Plan (SAP) as well as on enrollment. She also reviewed data related to U.S. enrollment projections, State of Missouri enrollment, SEMO enrollment, fall census credit hours by location, and other enrollment-related data sets.

Dr. Below then discussed the work of the Enrollment Transformation Task Force, which was convened during the spring semester. She noted that the Task Force met throughout the spring semester to identify strategies with the greatest potential to improve institutional performance and mobilize the campus community to action. Dr. Below shared that the Task Force analyzed enrollment trends, solicited campus input, and researched emerging enrollment opportunities, all of which resulted in prioritized recommendations focusing on product, place, price and promotion. She stated that the Task Force believes the prioritized recommendations will position the University for success going forward.

Following her remarks, Dr. Below engaged in discussion with the board.

Starting the discussion, Governor Smith asked how much the plan is estimated to cost. In response, University President Vargas stated the plan is estimated to cost between \$4 to \$5 million but that it should not be seen as a cost, but rather, an investment in the University. Governor Limbaugh commented in agreement with University President Vargas saying the cost of doing nothing is likely much higher. He also stated that when talking about the University and its brand, the University cannot lose sight of the value of its athletic programs and they success they have had. In closing the discussion, many Governors thanked Dr. Below and others from Executive Staff for a valuable discussion and commended them for work on the plan.

### **BOARD WORK SESSION**

Board President Klocke called on Board Secretary Martin to review the logistics for the June 25<sup>th</sup> meeting and to review selected items from the board packet. He specifically commented on appointments to the River Campus and Show Me Center Boards of Managers, to which there were no questions or concerns. Board Secretary Martin also noted that during its meeting the next day, the board will hear various report items. He then called on Dr. Gerald Shields, Interim

Vice President of Finance and Administration, to summarize motion regarding the FY25 University General Operating and Auxiliary Budgets.

### **CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Governor Smith and seconded by Governor Martin to recess the Open Retreat and convene Closed Executive Session pursuant to Section 610.021(3), (12) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Robinson, and Smith. The motion carried.

The Open Session was recessed at approximately 12:07 p.m.

### **ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION**

Upon reconvening the Open Session at approximately 4:29 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

During Closed Executive Session the Board of Governors took the following action:

- By a vote of 6 to 0 the Board approved the minutes of the Board's May 16, 2024 closed executive session. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.
- Pursuant to RSMo 610.021(3) and (13), and by a vote of 6 to 0, the Board approved a salary increase for University President Vargas effective July 1, 2024 consistent with, and at the same level, the board may approve for all other employees at its June 25, 2024 meeting. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.
- Pursuant to RSMo 610.021(3), (12) and (13), the board had discussions regarding personnel and unexecuted contracts. No action was taken.
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Retreat Session. Governors Klocke, Limbaugh, Martin, Moore, Robinson and Smith voted to approve.

### **CONSIDERATION OF MOTION TO ADJOURN**

A motion was made by Governor Robinson and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 4:30 p.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University



**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
TWENTY-FIFTH DAY OF JUNE 2024**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, June 25, 2024, at approximately 9:00 a.m., in the Academic Hall Board Room on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; Mr. Lloyd F. Smith; and Mr. Clayton Eftink, Student Representative. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; members of Executive Staff, including Dr. Doug Koch, Dr. Debbie Below, Ms. Tonya Wells, Dr. Gerald Shields, Mr. Brady Barke, Dr. Nora Bouzihay, Mr. Dan Presson, and Mr. Wendell Snodgrass. Other attendees included representatives from CTS and Professional Staff Council, Autumn Gentry and Angela Meyer from Facilities Management, Alissa Davis and Holly Bauwens from Human Resources, and Dr. Bruce Skinner from Campus Life. Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel, were present too. Board President Klocke presided.

**CONSENT AGENDA**

Board President Klocke introduced consideration of approval of the Consent Agenda, which included the following items:

- Consideration of Approval of Minutes of May 16, 2024 Work Session and May 17, 2024 Open Session Meetings [Attachment A]
- Consideration of Appointment to River Campus Board of Managers [Attachment A]
- Consideration of Appointment to Show Me Center Board of Managers [Attachment A]

A motion was made by Governor Smith and seconded by Governor Limbaugh to approve the Consent Agenda and its associated items. The motion carried unanimously.

**UNIVERSITY PRESIDENT'S REPORT**

Board President Klocke called upon University President Vargas to deliver his University President's Report. University President Vargas referred Governors to a print-out of division highlights and accomplishments as provided by members of Executive Staff, which included the following:

- Cape Girardeau Public Schools (CGPS) and Southeast have entered into an exclusive partnership to create a mutually beneficial relationship offering a wide range of advantages to both institutions and the community as a whole. With this agreement CGPS will promote SEMO as its exclusive educational partner, though employees have the freedom to pursue a degree at the school of their choosing. This partnership agreement represents an opportunity for CGPS to attract and retain the highest level of talent among its employees and enhance skills through continuing education at a discounted rate. Recognizing the quality of teacher education preparation offered by Southeast, CGPS is seeking opportunities for employees to complete teacher certification through the various educational programs offered, including, the Pathways for Paraprofessionals program and the recently expanded Master of Arts in Teaching. CGPS staff will have access to Southeast programs offered via online delivery at an agreed-upon discounted rate. The educational programs will meet their primary needs, but their staff will benefit from other online programs such as Accounting, Business Administration, and Computer Information Systems to name a few. Additional incentives through this partnership include discounted access to Holland College of Arts and Media produced shows and SEMO Athletics events. The exclusive nature of this partnership allows SEMO to partner with other organizations and entities.
- During the week of June 10<sup>th</sup>, SEMO Career Services staff member, Amy Aldridge, attended the Marine Corp Recruiting Command’s Educator Workshop in Quantico, VA. The Educators Workshop provides an exclusive, behind-the-scenes look at how Marine Corps Officers are trained, as well as the benefits & opportunities provided to Marines. With this knowledge, the Office of Career Services is better equipped to speak about the Officer Program and have insightful conversations when students need guidance and direction for a potential career in the military.
- On Tuesday, June 18<sup>th</sup> the Regional Professional Development Center (RPDC) hosted the EdTech Academy. This event welcomed over 220 PK-20 educators to the Southeast Missouri State University campus for a day of innovative ideas, strategies, tools, and resources to empower students and enhance curriculum.
- The Division of Economic & Workforce Development collaborated with Missouri Enterprise to host Managing for Daily Improvement. This leadership training, geared toward the manufacturing industry, assisted in training attendees for boosting employee productivity, engagement, and continuous improvement.
- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the May Board meeting:

<b>Engagement</b>	<b>No. of Engagements</b>	<b>Sampling of Engagements</b>
Student Events	1	NCAA Baseball Regional
OVC & NCAA Meetings	2	Committees & Presidents’
Community Visits/Events	10	Donor engagement, Cape Area Alumni Event, Meeting in Joplin with Mercy and Kansas City University, Meetings with Cape Girardeau Public Schools, Puerto Rico partner institution visits with KFVS

Legislative Outreach & State Higher Ed Meetings	4	COPHE, CBHE, Commissioner's Advisory Group, Cape Chamber event with Lt. Governor Kehoe
Board Meetings	1	SE MO Redi

- The University has signed a new five (5) year agreement with the State Historical Society of Missouri (SHSMO). As part of the agreement, the SHSMO will relocate from Pacific Hall to the 3<sup>rd</sup> Floor of Kent Library. The move is underway, and new furniture is in place. Staff and the collections are expected to move before the start of the fall semester.
- Dr. Steven Hoffman, Professor in History and Anthropology led students in a Historic Preservation Field School in Ste. Genevieve, Missouri during the month of May. During the two-week experience, students studied the history of the area, its built environment, and the skills and crafts of early settlers to the region. They also learned about how the history of Ste. Genevieve is preserved in its protected structures, historical sites, and museums.
- Dr. Jennifer Bengtson, Professor in History and Anthropology led students in an Archaeology Field School. For four weeks the students intersperse classroom and laboratory learning with hands-on archaeology. They learn how archaeological sites have been mapped over the last several decades (and do some of that mapping themselves), excavate sections, and carefully extract artifacts. Thanks to a \$750,000 endowment recently created by a donor, the study of the Mississippian culture at the Field School site can be expanded next year and continue for decades to come.
- Enrollment in the Southeast Marching Band is continually increasing through the summer. We are now at 182 members with an estimated 190 total by August 1. This is a 19% increase from last year, and new student enrollment includes 64% non-music major participation from 37 different majors across the University.
- The Jeanine Larson Dobbins Conservatory of Theatre and Dance hosted the fourth annual Lanford Wilson New American Play Festival on the River Campus from May 26 to June 1. More than 110 Dobbins Conservatory students participated in the weeklong event that brought professional playwrights, directors, actors, and designers from around the United States to teach masterclasses and collaborate with the students on developmental stagings of 15 new plays written specifically for college-aged actors.
- Boy Scouts of America (soon to be Scouting America) hosted its annual STEM on campus event from June 2<sup>nd</sup> to 5<sup>th</sup> on the Southeast Campus. Kids got a feel for life as university students as they stayed in LaFerla Hall, dined at Towers, took merit badge classes during the day, and did evening events such as having a Super Smash Brothers e-gaming tournament. Approximately 50 youth participated in 23 different 4-hour merit badge classes. Several faculty and staff from the University were merit badge counselors along with adult volunteers from the Scouts. Participants were able to take advantage of classrooms and laboratories in Seabaugh and Magill to get hands-on experience with electronics, welding, chemistry, and other STEM-related fields. For the first time this year the University was able to host an Aviation merit badge where students flew

simulators, learned about navigation, and built FPG-9s. In addition to this June event, Scouts will also come to campus in January for a 1-day STEM-centered event.

- Southeast and Three Rivers College (TRC) have signed new articulation agreements to expand pathways for TRC students to continue their degrees at SEMO. The new agreements design eight additional pathways not previously available, and also create pathways for some of SEMO's newest programs such as aviation management, business analytics and financial econometrics.
- The University and Chartwells are redesigning what it means to dine on the south side of campus. Listening to our students' feedback, they want to use their board plan meals in the University Center and they want more variety and larger gathering spaces. This Fall, Copper Dome Cafe will debut in the UC as the newest meal location on campus. With double the restaurants as Houck's Place, students will have expanded dining options to customize their breakfast, lunch and dinner. Houck's Place will be closed this Fall. Dining venues in the UC that are meal plan eligible include: The Birdhouse Kitchen, Normal Avenue Subs, Sono, and Wild Pie.
- The campus is bustling with activity this summer as employees prepare for the 2024-2025 academic year. New software systems are in the process of implementation for new student orientation and student conduct. Several areas including the Show Me Center, Campus Life & Event Services, Admissions, and Advancement are preparing for a wide variety of events in the upcoming year. Aligned with the Enrollment Transformation Task Force, groups are in the process of implementing the strategies prioritized by this group.
- SEMO Redhawks Baseball participated in the NCAA Baseball Regional, May 31 through June 2 in Fayetteville, Arkansas beating No. 5 Arkansas and eliminating them from the tournament. The two wins for Baseball in the NCAA Regional were only the 2nd and 3rd wins in school history.
- SEMO Redhawks Baseball took home the 2023-24 Ohio Valley Conference Team Sportsmanship Award for Baseball. This marks the third year in a row that the team won the award.
- SEMO Track and Field athlete Parker Feuerborn claimed First Team All-American honors in the hammer throw at the 2024 NCAA Track and Field Championship. Feuerborn, along with SEMO alum, Logan Blomquist, will represent SEMO at the U.S.A. Track and Field Trials as they compete for a chance to represent team U.S.A. at the 2024 Paris Olympics.
- Athletics finished the Spring 2024 semester with a 3.44 departmental GPA, marking the highest in school history. This was also the first time that all teams finished with a team GPA above 3.0.
- SEMO's men's basketball, women's cross country, women's gymnastics, women's tennis and volleyball teams earned NCAA Public Recognition Awards based on their perfect 1,000 scores in the most recent multiyear Academic Progress Rates. SEMO's men's basketball team was one of just 25 schools in the nation with a perfect score, while the women's cross country, women's gymnastics, women's tennis and volleyball teams were among the top 10% of all squads in their respective sports. Division I teams must achieve a 930 four-year APR score without facing potential penalties or documented

improvement plans. Every sport at SEMO exceeded the minimum 930 multiyear APR score.

- SEMO finished the 2023-24 academic year with 5 Ohio Valley Conference championships, which tied for the most in the conference. Since 2019, SEMO has now won 30 conference championships, more than any other school in the conference.
- As of June 11, 2024, the *Transforming Lives Campaign* has raised nearly \$45 million.
- The Southeast Missouri University Foundation initiated Stewardship Management, a product of Black Baud Raiser's Edge to streamline Endowment Donor Reports.
- The Southeast Missouri University Foundation initiated GiveSmart technology for the Sesquicentennial Ball. Because of the ease and ability of the program, the Foundation is now using the technology for other events like Walk for Women, SEMO Athletics Golf Tournament, SEMO Athletics Trivia Night, Music on the River, and others. This platform will replace the technology the Foundation has previously used for SEMO Giving Day. This technology will also provide for specialized fundraising efforts for sport specific, department specific or program specific throughout the year, not just on giving day.
- The Southeast Missouri University Foundation initiated a giving program for graduating students in May. This program not only raises money but just as important, collects graduates cell phone and personal email addresses. The initial program had 101 participants.
- University Advancement hosted a Cape Girardeau area alumni event at River Ridge Winery on May 19.

## **ACADEMIC & STUDENT ENGAGEMENT COMMITTEE ITEMS**

### **Academic Program Changes**

Governor Smith, Chairman of the Academic and Student Engagement Committee, called upon Dr. Doug Koch, Interim Provost to present a motion to approve a new minor in Nonprofit Management. [Attachment B].

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the new minor in Nonprofit Management [Attachment B]. The motion carried unanimously.

## **CONSIDERATION OF MOTION FOR CLOSED SESSION**

A motion was made by Governor Martin and seconded by Governor Robinson to recess the Open Session and convene Closed Session pursuant to Sections 610.021(1), (3), and (9) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith. The motion carried.

The Open Session was recessed at approximately 9:21 a.m.

## **ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION**

Upon reconvening the Open Session at approximately 9:37 a.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Session:

During Closed Session the Board of Governors took the following actions:

- By a vote of 6 to 0 the Board approved the minutes of the Board's May 17, 2024 Closed Session Meeting. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.
- The Board had conversations with legal counsel per RSMo 610.021(1) pertaining to legal matters.
- Pursuant to RSMo 610.021(3) and by a vote of 6 to 0 the Board approved promotion to the rank of Associate Professor and Tenure for 15 faculty members; promotion to the rank of Professor for 3 faculty members; post-professorial merit for 12 faculty members; and non-tenure track merit for 11 faculty members all effective with the 2024-2025 academic year. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.
- Pursuant to RSMo 610.021(9) and by a vote of 6 to 0 the Board approved Appendix A amending the current three-year agreement with the International Union of Operating Engineers, in effect through June 30, 2027. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.
- By a vote of 6 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Governors Klocke, Limbaugh, Martin, Moore, Robinson and Smith voted to approve.

## **FINANCE & AUDIT COMMITTEE ITEMS**

### Consideration of FY25 University General Operating and Auxiliary Budgets

Board Vice President Limbaugh called upon Dr. Gerald Shields, Interim Vice President of Finance and Administration, to present a motion to approve the proposed FY'25 University Operating Budget. [Attachment C].

Interim Vice President Shields directed board members to the materials in Attachment C in the board packet. In reviewing the material, he noted that the budget includes E&G Operating, Auxiliary and Designated Funds. Dr. Shields commented that the total budget proposed is about \$156 million, which includes nearly \$155 million of base budget plus about \$1.6 million in reserve contingencies. He then proceeded to highlight key components of the budget such as

projected revenues from state appropriations and tuition and fees, and he summarized various expense categories. Dr. Shields commented that the budget takes into account costs property insurance, investments in student success initiatives, and a 2 percent merit increase for all employees.

Following a summary of the FY25 budget proposal, Dr. Shield called for questions from the board.

Governor Smith asked whether the budget reflects the estimated \$4 to \$5 million investment discussed during the Board Retreat to implement strategic enrollment initiatives, to which Dr. Shields said it did not. Continuing, Governor Smith stated that it is the board's opinion that it is critically important such investments be made. Responding further, University President Vargas stated that investment could come out of the University's reserves but in speaking with Dr. Shields there has been some conversation about how to characterize the investment, stating it could be treated as a loan. Multiple Governors inquired why it may be treated as a loan, to which Dr. Shields and University President stated that a loan may add an additional layer of accountability to the initiative and assist in tracking its outcomes.

Continuing with the same line of inquiry, Governor Limbaugh stated that Dr. Below made a very compelling case during her Retreat presentation and it is his opinion the institution needs to move forward with a sense of urgency. He asked whether it was a prerequisite that the investment be treated as a loan. Responding again, Dr. Shields stated that the recommendation to treat the investment as a loan is to ensure there is a tracking mechanism. Governor Limbaugh commented that tracking is important but that the mechanics of implementation should not be overthought. He stated that the resources should be seen as an investment in the strategic direction of the university, not a cost, and urged the University to move forward and report back to the board on a somewhat frequent or quarterly basis.

Similar to others, Board President Klocke stated her agreement in making the investment but questioned why it would not be included as part of the budget. In response, Dr. Shields stated that it would eventually become part of the budget but that administration was still working to complete the framework for implementation.

In hearing the discussion, Board Secretary Martin offered an amended motion for the Board's consideration – approve the proposed FY25 University Operating Budget and authorize University Administration to proceed with a strategic enrollment initiative not to exceed \$5 million. The board responded favorably to the suggested amended motion.

A motion was made by Governor Limbaugh and seconded by Governor Moore to approve the proposed FY25 University Operating Budget and authorize University Administration to proceed with a strategic enrollment initiative not to exceed \$5 million. The motion carried unanimously.

#### Consideration of Revised Title IX Business Policies

Board Vice President Limbaugh called upon Mr. Christopher Martin, Board Secretary and University General Counsel, to present a motion to approve revised policy statements of section

01-02 Title IX Compliance Sexual Discrimination, Sexual Harassment and Sexual Misconduct/Sexual Violence and section 01-03 on Anti-Harassment and Non-Discrimination of the Business Policy and Procedures Manual. [Attachment D].

Secretary Martin referred board members to the materials in the packet and stated that the proposed revisions are in response to new Title IX regulations at the federal level that have an August 1, 2024 effective date. He then shared that the new regulations are facing scrutiny in court, and that at least two federal courts have issued injunctions halting their implementation in several states. Board Secretary Martin further noted that the Missouri Attorney General filed suit along with other Attorneys Generals of neighboring states seeking an injunction against the new regulations but that the request was still pending before the court. Given the ongoing litigation, Board Secretary Martin recommended that the Board consider tabling the action item.

A motion was made by Governor Limbaugh and seconded by Governor Martin to table action on the proposed revisions to sections 01-02 and 01-03 in the Business Policy and Procedures Manual. The motion carried unanimously.

#### Report Item(s)/Information

Governor Limbaugh referred Board members to report items in the packet for Contracts and Facilities Management [Attachment E], the Storm Water (MS4) Report [Attachment F], FY24 Operating Budget to Actual [Attachment G], and Faculty and Staff Personnel Items [Attachment H].

Regarding the Progress Report on Contracts and Facilities Management Projects, Ms. Angela Meyer from Facilities Management highlighted various projects. Ms. Autumn Gentry from Facilities Management reviewed the Storm Water Report and stated that it will be an annual report to the board as required by permit and other regulatory guidelines.

In summarizing the other reports, Dr. Shields noted that the University is likely to end FY24 with a surplus, which could assist with the strategic enrollment initiative investment discussed earlier in the meeting; and University President Vargas stated that the faculty and staff personnel actions cover the month of May.

#### **CONSIDERATION OF MOTION TO ADJOURN**

Prior to a motion to adjourn, Governor Martin referred back to the FY25 budget conversation and the Retreat presentation by Dr. Welch from the American Association of State Colleges and Universities and asked whether the university does anything to look at the profit/loss of academic programs, or to prepare an academic cost accounting model as Dr. Welch referred to. In response, Interim Provost Koch said that the university is able to look at a cost per course, but that it may be beneficial to learn more about what Dr. Welch presented to see if there is more that could be done. Governor Martin agreed and asked if it would be appropriate to rely on a third party to assist in such an analysis or if the university is capable of doing it themselves. Interim Provost Koch suggested it would be beneficial to work with a third party because they would be impartial, and they would likely be able to complete the work more efficiently.



Governor Limbaugh agreed, stating that he would be supportive of engaging a third party and that he believes it would be a good investment. To that end, Governor Smith inquired about the type of companies that could be engaged to do the work or whether the university should follow-up with Dr. Welch and ask for additional information. In response, University President Vargas stated that AASCU is working on putting together resources for institutions on the topic and that his recommendation would be to work with AASCU. Governor Smith asked whether University President Vargas knew AASCU's timeline for having resources available to institutions regarding academic cost accounting models, to which he said he did not but that he would follow-up with Dr. Welch. Governors Martin and Limbaugh commented that it is very important that the university follow-up with AASCU and that completing such a study is a way for the university to stay ahead of the game and that if engaging an external third party helps the work get done, they would be supportive of the investment. All Governors requested that University President Vargas follow-up with Dr. Welch regarding resources or recommendations to complete an academic cost accounting model and to provide an update to the board at its October meeting.

Hearing no further discussion, Board President Klocke entertained a motion to adjourn. A motion was made by Governor Smith and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 10:34 a.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University

**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
THIRTEENTH DAY OF AUGUST 2024**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, August 13, 2024, at approximately 2:04 p.m., at the Montgomery Bank Conference and Training Center located at 526 W. Main Street, Jackson, Missouri. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present was Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Mr. Al Spradling, Legal Counsel. President Klocke presided.

**CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Governor Martin and seconded by Governor Smith to recess the Open Session and convene Closed Executive Session pursuant to Sections 610.021(3), (12) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith. The motion carried.

The Open Session was recessed at approximately 2:04 p.m.

**ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION**

Upon reconvening the Open Session at approximately 3:18 p.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

**During Closed Executive Session the Board of Governors conducted the following business:**

- The Board had conversations regarding personnel and negotiated, unexecuted contracts, per RSMo 610.021(3), (12) and (13). No action was taken.
- By a vote of 6 to 0 the Board adjourned the Closed Executive Session and reconvened the Open Session. Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith voted to approve.

**CONSIDERATION OF MOTION TO ADJOURN**

A motion to adjourn was made by Governor Smith and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 3:18 p.m.

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Christopher R. Martin  
Secretary, Board of Governors

**APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University

**MINUTES OF THE OPEN SESSION  
OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
HELD ON THE  
THIRD DAY OF SEPTEMBER 2024**

The Board of Governors for Southeast Missouri State University convened Open Session on Tuesday, September 3, 2024, at approximately 9:07 a.m. via Zoom Video Conference originating from Academic Hall Board Room on the campus of Southeast Missouri State University in Cape Girardeau, MO, which was also the room designated for public viewing. Mrs. Tina L. Klocke, President of the Board of Governors called the meeting to order. Governors present were: Mrs. Tina L. Klocke, President of the Board of Governors; Mr. James P. Limbaugh, Vice President of the Board of Governors; Mr. David C. Martin; Dr. Andrew J. Moore; Mr. Kerry K. Robinson; and Mr. Lloyd F. Smith. Quorum having been established, Board President Klocke welcomed those in attendance and outlined the Board's various agendas for the meeting.

Also present was Mr. Christopher R. Martin, Board Secretary and University General Counsel; and Roger Seay from KFVS-12. President Klocke presided.

**CONSIDERATION OF MOTION FOR CLOSED EXECUTIVE SESSION**

A motion was made by Governor Robinson and seconded by Governor Limbaugh to recess the Open Session and convene Closed Executive Session pursuant to Sections 610.021(3), (12) and (13) of the Revised Statutes of Missouri.

A roll call vote was taken. Voting in favor were Governors Klocke, Limbaugh, Martin, Moore, Robinson, and Smith. The motion carried.

The Open Session was recessed at approximately 9:08 a.m.

**ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED EXECUTIVE SESSION**

Upon reconvening the Open Session at approximately 10:48 a.m. Board President Klocke called on Secretary Martin to make the following announcements regarding the Board's Closed Executive Session:

- Pursuant to RSMo 610.021(12) regarding documents related to a negotiated contract, and by a vote of 5 to 0, the Board of Governors authorized the Board Secretary to negotiate a final contract with an executive search firm for the purpose of conducting a search for University President. Governors Klocke, Limbaugh, Martin, Smith and Robinson voted to approve. Governor Moore was present during the meeting, however, had stepped away at the time of the vote due to professional responsibilities.
- Pursuant to RSMo 610.021(3) and (13) pertaining to hiring and other personnel considerations, and by a vote of 5 to 0, the Board of Governors established a Presidential Search Advisory Committee not to exceed 15 members. Governors Klocke, Limbaugh,

Martin, Smith and Robinson voted to approve. Governor Moore was present during the meeting, however, had stepped away at the time of the vote due to professional responsibilities.

- By a vote of 5 to 0, the Board of Governors adjourned Closed Executive Session and reconvened Open Session. Governors Klocke, Limbaugh, Martin, Smith and Robinson voted to approve. Governor Moore was present during the meeting, however, had stepped away at the time of the vote due to professional responsibilities.

### **CONSIDERATION OF MOTION TO ADJOURN**

A motion to adjourn was made by Governor Smith and seconded by Governor Martin to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 10:50 a.m.

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Christopher R. Martin  
Secretary, Board of Governors

### **APPROVED:**

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Tina L. Klocke  
President, Board of Governors  
Southeast Missouri State University

**MINUTES OF THE  
SOUTHEAST MISSOURI STATE UNIVERSITY  
BOARD OF GOVERNORS  
EXECUTIVE COMMITTEE  
HELD ON THE  
TWENTY-SECOND DAY OF JULY 2024**

The Southeast Missouri State University Board of Governors Executive Committee convened on Monday, July 22, 2024, at approximately 8:30 a.m. Attendees included Mrs. Tina L. Klocke, President of the Board; Mr. James P. Limbaugh, Vice President of the Board; Dr. Carlos Vargas, University President; and Mr. Christopher R. Martin, Board Secretary.

**Board Executive Committee Minutes**

Board Secretary Martin shared that he drafts formal minutes for each Executive Committee meeting and asked how leadership wanted to make use of them going forward. The consensus was that Board Secretary Martin would share a draft of the minutes with the committee at subsequent meetings and then they could be included as an informational item in board packets for the full board. Secretary Martin stated this approach would be consistent with how minutes for other board committees have been handled in the past.

**Kansas City University**

University President Vargas provided an update on a recent visit to Joplin to visit with representatives from Kansas City University (KCU). He stated that he would keep board leadership updated on potential partnership opportunities with KCU or other potential healthcare partners that may arise.

**Regional Site**

In follow-up to previous Executive Committee meetings, University President Vargas provided an update on opportunities related to the Malden Regional Campus and the University's facility in Sikeston. Regarding Malden, he stated that he is continuing to explore opportunities to transfer the facility to another entity so that it can be better utilized and serve the community. Board leadership expressed their support for the President's ongoing efforts and asked to be kept updated.

Regarding the Sikeston Regional Campus facility, University President Vargas stated that the university is doing an assessment of the deferred maintenance at the facility, which may help inform future decisions related to its use. He also shared that he will be talking to representatives from the Sikeston School District about their interest in renewing their lease for space at the facility. There was consensus among the committee that conversations may be necessary about the future of the Sikeston facility, specifically around enrollment, program offerings, and whether continued operations are sustainable. Board leadership suggested that University President speak to the Sikeston Schools and others in the City of Sikeston, if necessary, and then report back at a future Executive Committee so the committee could discuss the topic further.

### **Modern Campus Transformational Project**

Board Secretary Martin was asked to provide an update on the Health Sciences Building component of the Modern Campus Transformational Project. He shared that the State Historic Preservation Office (SHPO) and determined that Dearmont Complex may have some historic significance and that the federal funding agency, the Health Resources and Services Administration (HRSA) agreed. As such, HRSA will need to draft a Memorandum of Agreement between it, the University, the SHPO, and potentially others to outline the finding and necessary mitigation. Board Secretary Martin stated that the project will continue to be on hold until this process is complete.

University President Vargas shared an update on the multi-use project component of the Modern Campus Transformational Project. He stated that the architects are working on plans for a multi-story building that will provide space for multiple uses and that he hopes to have more information to share with the committee and full board possibly in the fall.

### **Miscellaneous Discussion**

Prior to ending the meeting, there was brief discussion on personnel matters, including decisions to make some temporary reporting line changes permanent. University President Vargas stated that Dr. Debbie Below, Vice President of Enrollment Management and Student Success, will permanently oversee institutional research and student financial services; and that Dr. Bruce Skinner, Associate Vice President of Student Life, will permanently oversee the Show Me Center and new student programs. He stated that facilities management, public safety, and information technology will return to the Interim Vice President of Finance and Administration, and that he, President Vargas, will continue to supervise human resources for the time being.

Following the personnel discussion, University President Vargas commented that the University and Cape Girardeau Public Schools will soon sign the exclusive partnership agreement that was reported on at the June 22 board meeting during his President's report. University President Vargas also shared that the Southeast Missouri University Foundation raised nearly \$9.9 million in FY24.

Upon the completion of the agenda, Board President Klocke, Board Vice President Limbaugh, and University President Vargas had additional discussion.

The meeting concluded at approximately 11:30 a.m.

Respectfully submitted,

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Christopher R. Martin  
Secretary, Board of Governors

**Grant Breece**

Phone: 573-281-8500  
PO Box 76 Gideon, MO 63848  
E-mail: grantbreece@gmail.com

***Objective***

Results oriented Exceptional Child: Mild/Moderate Cross Categorical major and a certificate in Autism Studies (4.0 GPA) with work and leadership experience. Aiming to leverage my abilities to successfully obtain a RBT position with a future goal of becoming a Behavioral Analyst.

***Education***

Southeast Missouri State University  
August 2022 - Present

Gideon School District  
August 2018 - May 2022

***Achievements & Activities***

Sigma Nu Fraternity  
Sigma Nu Chaplain  
SEMO Student Government Senator  
SEMO Student Government Chairperson of Special Projects Committee  
SEMO Student Government Vice President  
SEMO Iota Chi President  
SEMO First Year Student Award for Exemplary Leadership  
SEMO Order of Omega New Member of the Year Award  
SEMO Order of Omega Greek Heart Award  
SEMO First Year Leadership Program  
SEMO Emerging Leaders Program  
SEMO Presidential Ambassador  
Missouri BETA Leadership Representative  
HOBY Leadership Representative

***Work Experience***

**Computer Technician Gideon School District**  
May 2020-August 2020  
Updated Computer Systems  
Set up Chrome Books  
Cleaned Computer Equipment

**Southeast Missouri State University**  
January 2023-May 2023, August 2023-Present  
Scheduling events at UC  
Student ID service  
Receptionist

**Media Technician AyCorp Media**  
May 2021-August 2021, May 2022-August 2022,  
May 2023-August 2023  
Media Editing  
Graphic Design



## *References*

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**Katie Krodinger**  
Director of New  
Student Programs at  
SEMO  
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## BOARD OF GOVERNORS

October 4, 2024

Open Session

### PROGRESS REPORT – Contracts and Facilities Management Projects

#### Part I – Contracts in Excess of \$100,000

The following contract(s) and/or purchase order(s) in excess of \$100,000 for which provisions have been made in the annual operations or capital budgets or designated fund balances of the University or subsequent projects approved by the Board of Governors were executed:

PROJECT	ANTICIPATED COMPLETION	VENDOR	AWARD AMOUNT
SRC West Gym Court Floor Refinishing	Fall 2025	Richardet Floor Covering	\$174,991.00
River Campus Chiller Overhaul	Fall 2025	Trane	\$214,483.00
Replace AFD on Chiller #2 - Dobbins	Fall 2025	Trane	\$141,291.00
Replace AFD on Chiller #1 at CAC	Fall 2025	Trane	\$141,291.00
Crime Lab Boiler Replacements	Fall 2025	Langford Mechanical	\$154,265.00

#### Part II – Facilities Management Capital Projects Update Report

##### A. STATE AND/OR FEDERAL FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/ Replacement	October 2023/ Paving Phase – July 2024	Completed.
Tunnel Repairs Phase III–Tunnel 37	Summer 2025	In Progress.
Elevator Addition & Computer Lab at Innovation Center	Fall 2024	Complete.
Cyber Command Center Services, Consulting & Training Lab Const.	Fall 2024	Construction Substantially Complete. Completing Punch list and training. Content development being handled by Dr. Garcia.
Modern Campus Phase II - New Health Sciences Building Dearmont Utility Relocation Phase Construction Phase	TBD TBD	Design in Progress. Design in Progress.

PROJECT	ANTICIPATED COMPLETION	STATUS
Modern Campus Phase 3 – Multi Purpose Facility	TBD	Design in Progress.
Towers N & W Flooring Replacement	Summer 2024	Completed.
Law Enforcement Academy Renovation	Summer 2026	Design in progress. Bidding October 2024.

**B. UNIVERSITY FUNDED AND MAINTENANCE & REPAIR  
 CAPITAL IMPROVEMENTS OVER \$50,000**

PROJECT	ANTICIPATED COMPLETION	STATUS
Vandiver Hall Shower Replacement	Summer 2023/Summer 2024	Completed
Vandiver Elevator Machine Room Upgrades	Summer 2024	Completed
Seabaugh Polytech Building Roof Replacement	Summer 2024	Completed.
Campus E&G Building Assessments	Summer 2024	Assessments completed.
Serena Roof Replacements	TBD	Design in Progress.
River Campus Seminary Roof Replacement	TBD	Design in Progress.
Kent Library N. Façade/Portico/Plaza Renovation	TBD	Design in Progress.
South Chiller Plant	TBD	Design in progress.
USYC Playground Upgrade	Fall 2024	Design in progress. Bidding fall 2024.
SRC West Gym Floor Refinish	Summer 2024	Completed.
Crime Lab Boiler Replacements	Fall 2024	Contract award to Langford Mechanical.
Wildwood Path Improvements	Fall 2024	Design in Progress
General Construction Contract 2024	Multiple projects 2024	Relocate Ramp from Vandiver to Towers - \$4,269.00 – Completed.
General Electrical Contract 2023	Multiple projects 2023	Replace East 750 KVA Transformer at SMC - \$37,168 – Target Completion – 10/2024 Replace H Frame Insulator - \$1,246 – completed

*Facilities Management Progress Report  
October 4, 2024*

*Page 3 of 3*

<b>PROJECT</b>	<b>ANTICIPATED COMPLETION</b>	<b>STATUS</b>
General Electrical Contract 2024	Multiple projects 2024	Assist with Full Campus Shutdown - \$14,145.84 – Completed.
General Plumbing Contract 2024	Multiple projects 2024	Towers Steam Valve Replacement - \$4,397.89 – Completed.

*Note: Shading indicates completed projects.*

**FY'25 University Operating Budget to Actuals  
Through August 2024**

**All Funds**

	<b>FY25 YTD Actuals Through August</b>	<b>FY'25 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY24 YTD Actuals Through August</b>
<i>Income:</i>				
<b>State Appropriations</b>	<b>8,934,686</b>	<b>53,608,108</b>	<b>17%</b>	<b>8,674,452</b>
Tuition Subtotal	36,112,113	65,971,315	55%	35,732,470
Less: Scholarships and Fee Waivers	(9,652,366)	(19,513,262)	49%	(9,065,411)
<b>Tuition, net Scholarships and Fee Waivers</b>	<b>26,459,747</b>	<b>46,458,053</b>	<b>57%</b>	<b>26,667,059</b>
Total Student Fees	5,878,271	11,140,038	53%	6,053,975
<b>Tuition &amp; Student Fees</b>	<b>32,338,019</b>	<b>57,598,091</b>	<b>56%</b>	<b>32,721,033</b>
Other Income:				
Investment Income	920,659	1,980,000	46%	276,102
State Grants and Contracts	96,939	1,032,028	9%	177,254
Sales and Services of Academic Departments	700,486	2,555,100	27%	528,341
Sales and Services of Non-Academic Departments	12,405,962	27,551,315	45%	12,018,585
Foundation Support	-	2,356,478	0%	2,792
Athletics Revenues	-	1,881,510	0%	10,500
Miscellaneous Income	2,088,347	6,097,462	34%	2,031,381
One-Time Funds	-	1,650,000	0%	-
<b>Total Other Income</b>	<b>16,212,393</b>	<b>45,103,893</b>	<b>36%</b>	<b>15,044,955</b>
<b>Total Income</b>	<b>57,485,098</b>	<b>156,310,091</b>	<b>37%</b>	<b>56,440,440</b>
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	13,124,985	94,858,172	14%	12,874,283
Student Labor	323,551	2,829,354	11%	339,645
<b>Total Compensation</b>	<b>13,448,536</b>	<b>97,687,527</b>	<b>14%</b>	<b>13,213,928</b>
<b>Total Operating Expenditures</b>	<b>8,914,855</b>	<b>45,989,654</b>	<b>19%</b>	<b>9,266,061</b>
<b>Total Expenditures</b>	<b>22,363,392</b>	<b>143,677,181</b>	<b>16%</b>	<b>22,479,989</b>
Mandatory Debt Service	-	12,399,102	0%	-
Net Operating Transfers	5,643	233,809	2%	123,345
<b>Total Transfers Out / (In)</b>	<b>5,643</b>	<b>12,632,911</b>	<b>0%</b>	<b>123,345</b>
<b>Net Surplus / (Deficit)</b>	<b>35,116,063</b>	<b>0</b>		<b>33,837,107</b>

**FY'25 University Operating Budget to Actuals  
Through August 2024**

**Education & General**

	<b>FY25 YTD Actuals Through August</b>	<b>FY25 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY24 YTD Actuals Through August</b>
<i>Income:</i>				
<b>State Appropriations</b>	<b>8,934,686</b>	<b>53,608,108</b>	<b>17%</b>	<b>8,674,452</b>
Tuition Subtotal	36,112,113	65,968,815	55%	35,732,470
Less: Scholarships and Fee Waivers	(7,029,243)	(13,202,680)	53%	(6,762,648)
<b>Tuition, net Scholarships and Fee Waivers</b>	<b>29,082,870</b>	<b>52,766,135</b>	<b>55%</b>	<b>28,969,822</b>
Total Student Fees	3,968,196	7,599,238	52%	4,104,422
<b>Tuition &amp; Student Fees</b>	<b>33,051,066</b>	<b>60,365,373</b>	<b>55%</b>	<b>33,074,244</b>
<i>Other Income:</i>				
Investment Income	830,056	1,657,000	50%	276,102
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	58,223	347,060	17%	41,613
Sales and Services of Non-Academic Departments	75,701	193,800	39%	96,082
Foundation Support	-	1,274,387	0%	-
Athletics Revenues	-	-		-
Miscellaneous Income	831,941	1,524,150	55%	632,184
One-Time Funds	-	1,650,000	0%	-
<b>Total Other Income</b>	<b>1,795,920</b>	<b>6,646,397</b>	<b>27%</b>	<b>1,045,981</b>
<b>Total Income</b>	<b>43,781,672</b>	<b>120,619,877</b>	<b>36%</b>	<b>42,794,678</b>
<i>Expenditures:</i>				
<i>Compensation</i>				
Faculty/Staff Labor	11,041,047	78,657,623	14%	10,523,225
Student Labor	137,820	1,570,118	9%	131,884
<b>Total Compensation</b>	<b>11,178,867</b>	<b>80,227,741</b>	<b>14%</b>	<b>10,655,109</b>
<b>Total Operating Expenditures</b>	<b>6,152,350</b>	<b>24,890,610</b>	<b>25%</b>	<b>7,752,494</b>
<b>Total Expenditures</b>	<b>17,331,217</b>	<b>105,118,351</b>	<b>16%</b>	<b>18,407,603</b>
Mandatory Debt Service	-	3,981,793	0%	-
Net Operating Transfers	5,643	11,519,734	0%	328,968
<b>Total Transfers Out / (In)</b>	<b>5,643</b>	<b>15,501,527</b>	<b>0%</b>	<b>328,968</b>
<b>Net Surplus / (Deficit)</b>	<b>26,444,812</b>	<b>-</b>		<b>24,058,106</b>

**FY'25 University Operating Budget to Actuals  
Through August 2024**

**Designated Funds**

	<b>FY25 YTD Actuals Through August</b>	<b>FY25 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY24 YTD Actuals Through August</b>
<i>Income:</i>				
<b>State Appropriations</b>	-	-		-
Tuition Subtotal	-	2,500	0%	-
Less: Scholarships and Fee Waivers	(1,572,207)	(4,318,912)	36%	(1,670,274)
<b>Tuition, net Scholarships and Fee Waivers</b>	(1,572,207)	(4,316,412)	36%	(1,670,274)
Total Student Fees	889,998	1,665,300	53%	888,622
<b>Tuition &amp; Student Fees</b>	(682,209)	(2,651,112)	26%	(781,652)
<i>Other Income:</i>				
Investment Income	-	-		-
State Grants and Contracts	96,939	1,032,028	9%	177,254
Sales and Services of Academic Departments	642,264	2,208,040	29%	486,728
Sales and Services of Non-Academic Departments	313,093	1,304,950	24%	261,955
Foundation Support	-	525,000	0%	2,792
Athletics Revenues	-	1,881,510	0%	10,500
Miscellaneous Income	725,104	2,623,847	28%	783,235
One-Time Funds	-	-		-
<b>Total Other Income</b>	1,777,400	9,575,375	19%	1,722,463
<b>Total Income</b>	<b>1,095,191</b>	<b>6,924,263</b>	16%	<b>940,812</b>
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	1,489,604	11,687,823	13%	1,775,336
Student Labor	71,892	466,723	15%	93,318
<b>Total Compensation</b>	1,561,495	12,154,546	13%	1,868,654
<b>Total Operating Expenditures</b>	<b>1,124,390</b>	<b>5,933,346</b>	19%	<b>460,172</b>
<b>Total Expenditures</b>	<b>2,685,885</b>	<b>18,087,892</b>	15%	<b>2,328,826</b>
Mandatory Debt Service	-	-		-
Net Operating Transfers	(0)	(11,163,629)	0%	(204,362)
<b>Total Transfers Out / (In)</b>	<b>(0)</b>	<b>(11,163,629)</b>	0%	<b>(204,362)</b>
<b>Net Surplus / (Deficit)</b>	<b>(1,590,694)</b>	<b>0</b>		<b>(1,183,653)</b>

**FY'25 University Operating Budget to Actuals  
Through August 2024**

**Auxiliary Funds**

	<b>FY25 YTD Actuals Through August</b>	<b>FY25 Approved Budget</b>	<b>Actuals to Budget (%)</b>	<b>FY24 YTD Actuals Through August</b>
<i>Income:</i>				
<b>State Appropriations</b>	-	-		-
Tuition Subtotal	-	-		-
Less: Scholarships and Fee Waivers	(1,050,916)	(1,991,670)	53%	(632,489)
<b>Tuition, net Scholarships and Fee Waivers</b>	(1,050,916)	(1,991,670)	53%	(632,489)
Total Student Fees	1,020,077	1,875,500	54%	1,060,930
<b>Tuition &amp; Student Fees</b>	(30,839)	(116,170)	27%	428,441
<i>Other Income:</i>				
Investment Income	90,603	323,000	28%	-
State Grants and Contracts	-	-		-
Sales and Services of Academic Departments	-	-		-
Sales and Services of Non-Academic Departments	12,017,168	26,052,565	46%	11,660,548
Foundation Support	-	557,091	0%	-
Athletics Revenues	-	-		-
Miscellaneous Income	531,302	1,949,465	27%	615,962
One-Time Funds	-	-		-
<b>Total Other Income</b>	12,639,073	28,882,121	44%	12,276,510
<b>Total Income</b>	<b>12,608,234</b>	<b>28,765,951</b>	44%	<b>12,704,951</b>
<i>Expenditures:</i>				
Compensation				
Faculty/Staff Labor	594,334	4,512,726	13%	575,722
Student Labor	113,839	792,513	14%	114,442
<b>Total Compensation</b>	<b>708,174</b>	<b>5,305,240</b>	<b>13%</b>	<b>690,164</b>
<b>Total Operating Expenditures</b>	1,638,115	15,165,698	11%	1,053,395
<b>Total Expenditures</b>	<b>2,346,289</b>	<b>20,470,938</b>	11%	<b>1,743,559</b>
Mandatory Debt Service	-	8,417,309	0%	-
Net Operating Transfers	-	(122,295)	0%	(1,262)
<b>Total Transfers Out / (In)</b>	-	<b>8,295,014</b>	0%	<b>(1,262)</b>
<b>Net Surplus / (Deficit)</b>	<b>10,261,945</b>	-		<b>10,962,653</b>



**BOARD OF GOVERNORS  
REPORT ITEM  
October 4, 2024  
Open Session**

**Faculty & Staff Personnel  
Actions**

**June, July & August 2024**

SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Donavant, Brian	Chairperson/Professor - Criminal Justice, Social Work, and Sociology	\$91,666.58	06/01/24

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
No Data to Report			

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Alexander, Toni	Chairperson/Professor - History and Anthropology	06/30/24

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

ADDENDUM A

The following have been appointed as part-time faculty for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Adair, Christina	Chemistry and Physics	\$4,144.50
Anello, Kimberly	History and Anthropology	\$2,763.00
Dial, Deanna	Nursing	\$3,339.00
Edmonds, Claire	Communication Disorders	\$2,763.00
Flanagan, Catherine	Nursing	\$2,003.40
Goodman, Paige	Communication Disorders	\$2,763.00
Haggerty, Amanda	Communication Disorders	\$2,763.00
Hill-Carter, Camesha	Elementary, Early, and Special Education	\$2,671.20
Kisil, Viktoriia	International Programs IEP	\$3,840.00
Knaup, Katherine	Psychology and Counseling	\$2,426.40
Neier, Shannon	Communication Disorders	\$2,226.00
Rafferty, Robert	Music	\$3,033.00
Randen, Laura	Communication Disorders	\$1,842.00
Sentell, Jessica	Political Science, Philosophy, and Religion	\$2,763.00
Sheffel, Christina	Mathematics	\$3,033.00
Siebert, Andrew	Psychology and Counseling	\$2,763.00
	International Programs IEP	\$3,840.00

The following staff employees have been appointed as part-time faculty for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Atkins, William	Mass Media	\$2,302.50
Deken Renee	Mathematics	\$2,763.00

SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

**ADDENDUM B**

Overload payments for summer 2024 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Abu Sheha, Mohamed	Mathematics	\$5,259.38
Adjei, Frederick	Accounting, Economics, and Finance	\$10,981.25
Adkins, Kathryn	History and Anthropology	\$5,272.17
Ali, Ihsan	Computer Science	\$17,040.39
Amer, Suhair	Computer Science	\$26,771.34
Amer, Waleed	Computer Science	\$13,346.67
Atuo, Fidelis	Biology	\$2,868.74
Baker, Christain	Nursing	\$4,610.93
Barnes, Jeremy	Allied Health, Kinesiology, and Sport Sciences	\$16,673.46
Beltzer, Emilie	Psychology and Counseling	\$5,811.98
Bengtson, Jennifer	History and Anthropology	\$6,242.33
Benton, Jessica	Elementary, Early, and Special Education	\$2,725.36
Bertrand, Lisa	Leadership, Middle, and Secondary Education	\$35,015.95
Billington, Eric	Psychology and Counseling	\$12,448.04
Bohannon, Raymond	Elementary, Early, and Special Education	\$14,166.88
Book, Abram	Communication Studies and Modern Languages	\$9,579.61
Booth, Emily	Art and Design	\$4,415.20
Borst, Cassandra	Elementary, Early, and Special Education	\$6,442.11
Braden, Indi	Agriculture	\$11,481.79
Brandhorst, Scott	Honors Program	\$2,000.00
Brandhorst, Scott	Psychology and Counseling	\$4,540.57
Bratberg, William	Leadership, Middle, and Secondary Education	\$9,522.50
Brune, Michelle	Art and Design	\$5,000.00
Burk, Moretta	Nursing	\$5,000.00
Caldwell, James	Management	\$25,870.57
Cao, Zhonghua	Accounting, Economics, and Finance	\$9,900.00
Casey, Garrett	Chemistry and Physics	\$2,837.93
Cho, Hyeon	Marketing	\$16,878.08
Chou, Ethan	Computer Science	\$13,320.45
Chronister, Andrew	Engineering and Technology	\$12,190.00
Clapsaddle, Shannon	Leadership, Middle, and Secondary Education	\$10,221.30
Clark, Henry	Mathematics	\$4,232.55
Clubbs, Brooke	Leadership, Middle, and Secondary Education	\$3,702.38
Cook, Amber	Theatre and Dance	\$10,795.46
Copeland, Sherry	Leadership, Middle, and Secondary Education	\$20,565.20
Crawford, Philip	Chemistry and Physics	\$8,417.22
Criblez, Adam	History and Anthropology	\$11,587.42
Cropp, Jenny	English	\$2,646.69
Cublertson, Linda	Nursing	\$1,200.00
Cunningham Ladwig, Christine	Marketing	\$18,443.46
Davis, Tammy	Child and Family Studies	\$13,307.85
Deken, Bradley	Engineering and Technology	\$11,855.02

Dickson, Kevin	Management	\$10,031.75
Dietrich, Sarah	English	\$4,023.11
Donavant, Brian	Criminal Justice, Social Work, and Sociology	\$13,185.18
Dow, Benjamin	Accounting, Economics, and Finance	\$9,407.20
Dudley, John	Engineering and Technology	\$5,914.60
Evans, Beverly	Allied Health, Kinesiology, and Sport Sciences	\$6,974.76
Faber, Anthony	Child and Family Studies	\$20,296.12
Fluegge, Erin	Management	\$19,628.72
Fritz, Kelley	Biology	\$8,642.74
Fulton, Susan	Communication Disorders	\$13,142.32
Gadberry, Jennifer	Psychology and Counseling	\$4,655.46
Garcia, Mario	Computer Science	\$22,600.27
Garner, Sara	Child and Family Studies	\$14,415.45
Gershuny, Pamela	Marketing	\$9,649.65
Ghosh, Santaneel	Engineering and Technology	\$13,932.48
Gulling, Shawn	Psychology and Counseling	\$5,080.19
Guimaraes, Mario	Computer Science	\$11,100.38
Hand, Joni	Art and Design	\$6,082.37
Hayes, Jonathan	English	\$4,310.54
Heider, Jeremy	Psychology and Counseling	\$6,945.02
Heischmidt, Kenneth	Marketing	\$23,457.52
Henry, Jason	Biology	\$9,999.43
Hoffman, Steven	History and Anthropology	\$18,011.80
Hwang, Seong Nam	Biology	\$6,571.06
Islam, Shariful	Biology	\$6,840.00
Jones, Leslie	Music	\$6,537.36
Kessler, Jonathan	Chemistry and Physics	\$16,830.52
Khalid, Tahsin	Elementary, Early, and Special Education	\$7,655.26
Kilburn, Michelle	Criminal Justice, Social Work, and Sociology	\$5,648.76
Kirschman, Lucas	Biology	\$12,561.65
Kisat, Courtney	History and Anthropology	\$5,083.75
Koch, Gina	Nursing	\$2,000.00
Kraemer, John	Biology	\$15,171.00
Kuborn, Sarah	Child and Family Studies	\$10,392.71
Kutsevalova, Natalya	Mathematics	\$4,452.13
LaMantia, Kirsten	Psychology and Counseling	\$17,326.68
Lambert, Lea Anne	Allied Health, Kinesiology, and Sport Sciences	\$5,125.61
Lavoie, Christian	Theatre and Dance	\$5,519.24
Lee, Myungwoo	Allied Health, Kinesiology, and Sport Sciences	\$9,167.80
LeGrand, Nancy	Marketing	\$5,831.62
Li, Zhouzhou	Computer Science	\$21,443.62
Liu, Xiaoming	Computer Science	\$21,443.61
Liu, Ziping	Computer Science	\$19,206.66
Loggins, Cassandra	Nursing	\$2,000.00
Lohmann, Rebecca	Accounting, Economics, and Finance	\$6,036.31
Long, Sheila	Child and Family Studies	\$13,064.29
Louie, Kimberly	Communication Studies and Modern Languages	\$6,303.33
Love, Hayley	Child and Family Studies	\$9,884.88
Lowe, Robert	Computer Science	\$21,715.06
Mardanov, Ismatillo	Management	\$10,197.50
Marshall, Leisa	Accounting, Economics, and Finance	\$11,464.92

McAllister, Charles	Marketing	\$11,763.83
McCollum, Dixie	Elementary, Early, and Special Education	\$12,563.06
McGill, James	Chemistry and Physics	\$29,049.15
McMillan, Heather	Management	\$19,892.10
Melvin, Paul	Accounting, Economics, and Finance	\$4,981.79
Miller, Kathie	Criminal Justice, Social Work, and Sociology	\$2,634.67
Mills, Pamela	Chemistry and Physics	\$15,673.12
Mitra, Reshmi	Computer Science	\$13,664.68
Moore, Amy	Allied Health, Kinesiology, and Sport Sciences	\$5,398.92
Morgan Theall, Rachel	Chemistry and Physics	\$6,411.19
Mueller, Lori	Management	\$5,831.62
Murphy, Joseph	Chemistry and Physics	\$9,123.34
Nakasagga, Shakirah	Agriculture	\$4,098.60
Nicholls, Gillian	Management	\$13,799.71
Nieveen-Phegley, Trishena	English	\$5,000.00
Noe, Margaret	Leadership, Middle, and Secondary Education	\$31,696.17
Noto, Quantella	Management	\$7,703.58
Obergoenner, Emily	Communication Disorders	\$9,805.76
Odegard, Melissa	Psychology and Counseling	\$15,636.58
Oman, Peter	Mathematics	\$11,366.92
Northern, Paige	Psychology and Counseling	\$3,339.00
Pflueger, Pennie	English	\$4,880.42
Presho, Michael	Mathematics	\$9,357.36
Quddus, Md Abdul	Engineering and Technology	\$1,680.00
Radu, Monica	Criminal Justice, Social Work, and Sociology	\$5,731.68
Ragain, Christina	Chemistry and Physics	\$9,979.86
Ramdial, Joel	Allied Health, Kinesiology, and Sport Sciences	\$11,138.87
Ratliff, Chasity	Psychology and Counseling	\$3,981.09
Redmond, Willie	Accounting, Economics, and Finance	\$15,156.13
Reynolds, D'Arcy	Psychology and Counseling	\$6,917.49
Rhodes, Joel	History and Anthropology	\$12,543.55
Roberts, Craig	Mathematics	\$7,586.56
Root, William	Psychology and Counseling	\$9,120.33
Roy, Indranil	Computer Science	\$19,365.89
Ruggiero, Robert	Biology	\$13,363.97
Sargent, Kevin	Agriculture	\$5,123.25
Sargent, Sarah	Communication Disorders	\$8,046.62
Schaffner, Linda	Elementary, Early, and Special Education	\$7,787.34
Schmid, Morgan	Art and Design	\$10,104.66
Schneider, Kyle	Allied Health, Kinesiology, and Sport Sciences	\$6,280.18
Schwieger, Dana	Management	\$24,426.48
Scott, Alicia	Allied Health, Kinesiology, and Sport Sciences	\$4,552.19
Scott, Sophia	Engineering and Technology	\$7,911.22
Sen, Sandipan	Marketing	\$10,913.71
Sentell, James	English	\$4,374.57
Sexton, Kevin	Political Science, Philosophy, and Religion	\$4,245.22
Shadwick, Joshua	Criminal Justice, Social Work, and Sociology	\$5,021.87
Shaner, Sarah	Chemistry and Physics	\$10,285.18
Shen, Yiquan	Political Science, Philosophy, and Religion	\$3,655.05
Shin, Songyon	Criminal Justice, Social Work, and Sociology	\$840.00
Siegel, Dustin	Biology	\$12,921.11

Siemers, Samantha	Agriculture	\$5,400.76
Silwal, Sajan	Chemistry and Physics	\$10,517.22
Simmons, Michael	Mass Media	\$4,142.95
Singh, Pradeep	Mathematics	\$7,252.53
Sissom, Matthew	English	\$4,312.55
Smentkowski, Noah	Communication Studies and Modern Languages	\$3,586.28
Smit, Naested	Engineering and Technology	\$16,665.00
Smith, Robin	Leadership, Middle, and Secondary Education	\$12,912.93
Smith, Shonta	Elementary, Early, and Special Education	\$12,157.31
Snyder, Joseph	History and Anthropology	\$5,430.85
Sobba, Kristen	Criminal Justice, Social Work, and Sociology	\$210.00
Stiegemeyer, Angela	Allied Health, Kinesiology, and Sport Sciences	\$4,900.32
Sullivan, Miranda	Engineering and Technology	\$20,700.00
Talmage, Alan	Mathematics	\$7,321.88
Tayie, Francis	Allied Health, Kinesiology, and Sport Sciences	\$6,438.74
Thompson, Emmanuel	Mathematics	\$8,256.60
Thornburgh, Caroline	Mathematics	\$12,694.59
Thorne, Scott	Marketing	\$11,702.84
Tilmon, Misty	Communication Disorders	\$4,782.98
Tomchuk, David	Allied Health, Kinesiology, and Sport Sciences	\$1,587.91
Tucker, Erin	Art and Design	\$3,800.13
Unterreiner, John	Criminal Justice, Social Work, and Sociology	\$4,690.01
Vanteddu, Gangaraju	Marketing	\$17,183.28
Varnon, Anthony	Accounting, Economics, and Finance	\$22,908.30
Wagner, Holly	Psychology and Counseling	\$4,782.86
Walling, Jeremy	Political Science, Philosophy, and Religion	\$8,754.88
Wang, Haohao	Mathematics	\$18,759.18
Wang-McGrath, Shu-Chuan	History and Anthropology	\$2,154.55
Ward, Janice	Psychology and Counseling	\$20,478.38
Washington, Samantha	Communication Disorders	\$5,153.62
Wilburn, Victor	Child and Family Studies	\$6,376.50
Wilkins, Nicolas	Psychology and Counseling	\$5,948.98
Wilson, Asa	Management	\$4,071.57
Wilson, Marissa	Agriculture	\$4,098.60
Winstead, Jack	Accounting, Economics, and Finance	\$10,039.78
Wu, Chen	Accounting, Economics, and Finance	\$8,170.76
Yaskewich, David	Accounting, Economics, and Finance	\$9,336.62
Youngblood Ortiz, Alisha	Marketing	\$23,014.94
Yuan, Juefei	Computer Science	\$19,596.43
Zaccarias de Brito, Felipe	Music	\$4,620.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
June 2024

ADDEMDUM C

The following have been appointed as graduate assistants for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
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No Data to Report



SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bauwens, Shelby	Assistant Director New Student Programs	\$43,888.00	100	06/17/24
Burse, Theron	Police Officer Public Safety	\$39,998.40	100	06/03/24
Butler, Wolf	Library Systems Technician Kent Library	\$41,600.00	100	06/10/24
Clubbs, Eva	Hall Director Residence Life	\$36,000.00	100	06/03/24
Essner, Kali	Content Strategist Marketing and Communications	\$40,874.00	100	06/07/24
Guzman-Koeller, Lawrence	Records Specialist Registrar	\$28,849.60	100	06/03/24
Haney, Lauren	Speech Language Pathologist Autism Center	\$60,000.00	100	06/03/24
Huffman, Darian	Executive Assistant Vice President of Finance and Administration	\$36,400.00	100	06/03/24
Miller, Ashley	Human Resources Assistant Human Resources	\$33,280.00	100	06/17/24
Riedel, Todd	Assistant Director of Sports Performance Strength and Conditioning	\$43,888.08	100	06/17/24
Roach, Cheyenne	Registered Behavior Technician Autism Center	\$36,400.00	100	06/17/24
Russell, Harrison	Assistant Director Director of Basketball Operations and Player Development Women's Basketball	\$38,600.04	100	06/10/24

SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Alexander, Andavea	Assistant Coach Gymnastics	06/30/24
Armes, Mary	Administrative Assistant Poplar Bluff	06/28/24
Bourisaw, Diana	Charter Professional Liaison Charter School	06/14/24
Buerck, Andrea	Senior Administrative Assistant Campus Life	06/14/24
Ellis, Ashley	Assistant Coach Softball	06/30/24
Gunn, Mary	Head Coach Tennis	06/30/24
Loughary, Cassidy	Coordinator, Academics and Student-Athlete Development Athletic Academic Services	06/07/24
McGruder, Spencer	Digital Content Producer Marketing and Communications	06/18/24
Null, Linda	Content Instructional Consultant RPDC	06/30/24
Ringer, Madeline	Content Instructional Consultant RPDC	06/30/24
Wynn, Josiah	Library Assistant II, Part-time Kent Library	06/05/24

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY

June 2024

STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Stinson, Leann	Human Resources Specialist Human Resources From: \$47,068.25	Promotion	06/01/24
	Senior Human Resources Specialist Human Resources To: \$50,363.03		
Tiehes, Robert	Groundskeeper Grounds Department Maintenance From: \$34,673.60	Promotion	06/03/24
	Turf Specialist Apprentice Grounds Department Maintenance To: \$43,825.60		

SOUTHEAST MISSOURI STATE UNIVERSITY

July 2024

RANKED FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No data to report

TERM FACULTY APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
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No Data to Report

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

FACULTY SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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Lee, Eun Jeong	Instructor - Mass Media	07/31/24
Lowe, Robert	Assistant Professor - Computer Science	07/31/24
McMurry, Jaron	Instructor - Engineering and Technology	07/31/24
Myat, Aung	Assistant Professor - Engineering & Technology	07/31/24
Quddus, Md Abdul	Assistant Professor - Engineering and Technology	07/31/24
Redmond, Willie	Chairperson/Professor - Harrison College of Business and Computing	07/31/24
Wilson, Asa	Assistant Professor - Management	07/31/24

SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
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No Data to Report

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2024

ADDENDUM A

The following have been appointed as part-time faculty for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Shafaie, Shahrokh	Child and Family Studies	\$3,339.00

The following staff employees have been appointed as part-time faculty for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		

SOUTHEAST MISSOURI STATE UNIVERSITY

July 2024

**ADDENDUM B**

Overload payments for summer 2024 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Aide, Michael	Agriculture	\$50.00
Ali, Ihsan	Computer Science	\$50.00
Amer, Waleed	Computer Science	\$100.00
Atuo, Fidelis	Biology	\$12,531.19
Barnes, Jeremy	Allied Health, Kinesiology, Sport Sciences	\$50.00
Brune, Michelle	Art and Design	\$7,546.89
Cervantes, Charlotte	Allied Health, Kinesiology, Sport Sciences	\$4,936.84
Champine, James	Biology	\$50.00
Copeland, Sherry	Leadership, Middle, and Secondary Education	\$150.00
Crowley, Edward	Management	\$8,736.02
Davis, Tammy	Child and Family Studies	\$50.00
Fritz, Kelley	Biology	\$150.00
Garner, Sara	Child and Family Studies	\$50.00
Griffin, Jeremy	Art and Design	\$50.00
Hatcher, Laura	Political Science, Philosophy, and Religion	\$150.00
Henry, Jason	Biology	\$50.00
Hwang, Seong Nam	Biology	\$350.00
Judd, Timothy	Biology	\$100.00
Kearney, Monica	Allied Health, Kinesiology, Sport Sciences	\$5,350.39
Kendrick, Dena Susan	English	\$100.00
Kilburn, Michelle	Criminal Justice, Social Work, and Sociology	\$50.00
Kraemer, John	Biology	\$8,485.04
Krieger, Laura	Criminal Justice, Social Work, and Sociology	\$150.00
Kuborn, Sarah	Child and Family Studies	\$5,718.75
LeGrand, Nancy	Marketing	\$1,943.87
Li, Zhouzhou	Computer Science	\$50.00
Liu, Ziping	Computer Science	\$100.00
Lowe, Robert	Computer Science	\$450.00
Mardanov, Ismatillo	Management	\$10,197.50
Noto, Quantella	Management	\$50.00
Pace, Lesli	Communication Studies and Modern Languages	\$100.00
Phillips, Bradley	Art and Design	\$50.00
Ragain, Christina	Chemistry and Physics	\$50.00
Ramos, Adolfo	Allied Health, Kinesiology, Sport Sciences	\$6,262.76
Randolph, Yvonne	Management	\$5,741.95
Roberts, Craig	Mathematics	\$100.00
Schmid, Morgan	Art and Design	\$500.00
Schwieger, Dana	Management	\$50.00
Sen, Sandipan	Marketing	\$10,913.71
Shen, Yiqun	Political Science, Philosophy, and Religion	\$50.00
Siegel, Dustin	Biology	\$50.00

Siemers, Samantha	Agriculture	\$250.00
Sobba, Kristen	Criminal Justice, Social Work, and Sociology	\$5,731.68
Svenson, Sven	Agriculture	\$7,643.19
Tayie, Francis	Allied Health, Kinesiology, Sport Sciences	\$6,438.74
Taylor, Michael	Biology	\$50.00
Thornburgh, Caroline	Mathematics	\$50.00
Tomchuk, David	Allied Health, Kinesiology, Sport Sciences	\$5,443.05
Wagganer, Jason	Allied Health, Kinesiology, Sport Sciences	\$100.00
Walling, Jeremy	Political Science, Philosophy, and Religion	\$200.00
Wilburn, Victor	Child and Family Studies	\$7,651.80
Wilson, Asa	Management	\$200.00
Yancey, George	Psychology & Counseling	\$100.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2024

ADDEMDUM C

The following have been appointed as graduate assistants for the summer 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
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No Data to Report



SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2024

STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Bequette, Rylie	Term Hall Director Residence Life	\$43,888.00	100	07/01/24
Boccheti, Andrew	Technology Specialist User Services	\$49,920.00	100	07/15/24
Derrington, Seth	Police Officer Cadet Public Safety	\$25,792.00	100	07/29/24
Orcran, Emmanuel Assefuah	Senior Research Analyst Institutional Research	\$60,000.00	100	07/15/24
Riedel, Stephanie	Content Instructional Consultant - Math RPDC	\$55,500.08	100	07/17/24
Seabaugh, Jamie	Support Service Staff Academic Support Services	\$35,547.20	100	07/01/24
Winter, Percival	Public Safety Dispatcher Parking and Traffic	\$26,000.00	100	07/01/24

SOUTHEAST MISSOURI STATE UNIVERSITY  
July 2024

STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Davis, Alissa	Director Human Resources	07/31/24
Gilbert, Noah	Coordinator, Creative Media General Athletics	07/26/24
Glacklin, Barbara	Dean Kent Library	07/19/24
Harrington, Chelsea	Schoolwide Positive Behavior Support Consultant RPDC	07/31/24
Hendrix, Robert	Boiler Plant Journeyman Boiler Plant	07/31/24
Kottabi, Justin	Senior Administrative Assistant Student Support Services	07/25/24
Lindell, Jessie	Administrative Assistant Mass Media	07/22/24
Matukewicz, Lenna	Academic Coordinator Trio/Student Support Services	07/19/24
Wersel, Eric	Graduation Specialist Registrar	07/05/24

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY

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STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Brown, Nicholas	Electrician Apprentice Buildings Department Maintenance From: \$48,110.40	Promotion	07/31/24
	Electrician Journeyman Buildings Department Maintenance To: \$53,352.00		
McDowell-Hill, Emerson	Support Services Staff Academic Support Services From: \$36,004.80	Promotion	07/28/24
	Support Service Staff - Lead Academic Support Services To: \$39,644.80		
Schaefer, Timothy	Carpenter Journeyman Buildings Department Maintenance From: \$50,627.20	Longevity Increase	07/28/24
	Carpenter Journeyman Buildings Department Maintenance To: \$50,731.20		

**SOUTHEAST MISSOURI STATE UNIVERSITY**

August 2024

**RANKED FACULTY APPOINTMENTS**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Chapa, Michael	Instructor - Music	\$47,600.00	08/01/24
Chung, Sunghoon	Assistant Professor - Allied Health, Kinesiology, and Sports Sciences	\$64,000.00	08/01/24
Duncan, Samuel	Assistant Professor - Leadership, Middle, and Secondary Education	\$64,000.00	08/01/24
Farley, Mark	Assistant Professor - Accounting, Economics, and Finance	\$125,000.00	08/01/24
Gabbard, Delana	Assistant Professor - Art and Design	\$62,770.00	08/01/24
Gann, Dustin	Assistant Professor - History and Anthropology	\$61,687.33	08/01/24
Halterman, Allen	Instructor - Management	\$60,832.00	08/01/24
Holm, Michael	Instructor - Engineering and Technology	\$65,000.00	08/12/24
Lacopo, Francesco	Assistant Professor - History and Anthropology	\$61,687.33	08/01/24
Li, Siyan	Instructor - Mass Media	\$54,825.00	08/01/24
Maity, Moutusi	Chairperson/Professor - Marketing	\$138,000.00	08/12/24
Mohan, Aradhna	Instructor - Psychology and Counseling	\$55,000.00	08/01/24
Nelson, Abbie	Assistant Professor - Criminal Justice, Social Work, and Sociology	\$62,500.00	08/01/24
Potter, Stuart	Assistant Professor - Music	\$63,000.00	08/01/24
Rotarius, Christie	Instructor - Theatre and Dance	\$51,500.00	08/01/24
Scherer, Anthony	Instructor - Mass Media	\$55,000.00	08/01/24
Schumpert, Laura	Instructor - Nursing	\$55,000.00	08/01/24
Sentell, James	Instructor - English	\$61,500.00	08/01/24
Siebert, Andrew	Assistant Professor - Psychology and Counseling	\$62,237.00	08/01/24
Tripoli, Andrea	Instructor - Nursing	\$57,000.00	08/01/24
Wright, Jill	Assistant Professor - Elementary, Early, and Special Education	\$63,000.00	08/01/24
Yang, Zhenqiao	Assistant Professor - Child and Family Studies	\$59,000.00	08/01/24
Yang, Huhao	Assistant Professor - Theatre and Dance	\$59,308.00	08/01/24

**TERM FACULTY APPOINTMENTS**

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>Effective</u>
Juarez Espinosa, Octavio	One-Year Visiting Associate Professor - Computer Science	\$95,000.00	08/01/24
Schulz, Joshua	One-Year Visiting Professor - Computer Science	\$60,000.00	08/01/24
Shuja, Junaid	Open Rank Visiting Professor - Computer Science	\$5,181.62	08/15/24

(See Addendum A for Part-time Faculty and Part-Time staff teaching Appointments)

(See Addendum B for Overload Faculty Appointments)

(See Addendum C for Graduate Assistant Appointments)

**FACULTY SEPARATIONS**

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Benton, Jessica	Assistant Professor - Elementary, Early, and Special Education	08/02/24
Ratliff, Chasity	Instructor - Psychology and Counseling	08/05/24
Svenson, Sven	Professor - Agriculture	08/31/24

## SABBATICALS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Holman, Thomas	Professor - Allied Health, Kinesiology, and Sports Sciences	08/01/24
Hollerback, Karie	Professor - Mass Media	08/01/24
Liu, Ziping	Professor - Computer Science	08/01/24

SOUTHEAST MISSOURI STATE UNIVERSITY  
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ADDENDUM A

The following have been appointed as part-time faculty for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		

The following staff employees have been appointed as part-time faculty for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
No data to report		

SOUTHEAST MISSOURI STATE UNIVERSITY  
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ADDENDUM B

Overload payments for fall 2024 teaching/alternate assignments.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Barnes, Jeremy	Regional Support Center	\$6,169.00
Odegard, Melissa	NAS ECHO	\$6,657.00

SOUTHEAST MISSOURI STATE UNIVERSITY

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**ADDEMDUM C**

The following have been appointed as graduate assistants for the fall 2024 semester.

<u>Name</u>	<u>Department</u>	<u>Salary</u>
Agers, Connor	Southeast Online	\$9,657.00
Akhtar, Naseem	Chemistry and Physics	\$9,657.00
Allen, Kristina	Office of the Provost/Office of Graduate Studies	\$9,657.00
Ameh, Maria Ada	Biology	\$9,657.00
Anyanwueze, Bridget Ugochi	Biology	\$9,657.00
Arzen, Brianna	English and TESOL	\$9,657.00
Atabo, Lucky Okpanachi	Biology	\$9,657.00
Baker, Brett	Graduate Business Studies	\$9,657.00
Barot, Yash Harikrishna	Computer Science	\$9,657.00
Bates, Madison	New Student Programs	\$9,657.00
Behshti, Elaheh	Office of International Education & Services	\$9,657.00
Biermann, Samantha	Allied Health, Kinesiology, and Sport Sciences	\$9,657.00
Bixler, Bruce	Athletics	\$9,657.00
Boreddy, Sai Kumar Reddy	Computer Science	\$9,657.00
Bowen, Caroline	Dean of Students	\$9,657.00
Bui, Kiet	Biology	\$9,657.00
Cate, Conner	Biology	\$9,657.00
Cattanach, Ailsa	History and Anthropology	\$9,657.00
Cherry, Victoria	Educational Access Programs	\$9,657.00
Chowdhury, Sartaj	Computer Science	\$9,657.00
Clouse, Lane	Office of the Provost	\$9,657.00
Cogio, Sandra	Residence Life	\$9,657.00
Das, Cornelius	Learning Assistance Programs	\$9,657.00
Das, Samir	Engineering and Technology	\$9,657.00
Das, Shishir Kumar	Engineering and Technology	\$9,657.00
Dash, Arabindu	English and TESOL	\$9,657.00
Decker, Adian	Chemistry and Physics	\$9,657.00
Dillard, Zachary	Biology	\$9,657.00
Doan, Ngoc Quynh Nhu	Graduate Business Studies	\$9,657.00
Dunlap, Logan	Recreation Services	\$9,657.00
Dwaah, Leanza Leah Akua	Southeast Online	\$9,657.00
Erickson, Christopher	Environmental Science	\$9,657.00
Ernst, Abigail	COE-University School for Young Children	\$9,657.00
Ferdaous, Jannatul	English and TESOL	\$9,657.00
Foust, Haley	New Student Programs	\$9,657.00
Francis, Philip	Admissions - Special Events	\$9,657.00
Fulton, Hannah	English and TESOL	\$9,657.00
Gargas, Nathan	Career Services	\$9,657.00
Ghimire, Sabina	Criminal Justice, Social Work, and Sociology	\$9,355.22
Ghosh, Saurav	Computer Science	\$9,657.00
Gillam, Breonna	Graduate Business Studies	\$9,657.00
Glastetter, Jamie	Environmental Science	\$9,657.00



Gleason, Seth	Janes Stephens Honors Program	\$9,657.00
Gonzalez, Zoie	Biology	\$9,657.00
Gross, Russell	Center for Academic Advising	\$9,657.00
Hall, Brianna	Athletics	\$9,657.00
Hall, Jesse	Athletics	\$9,657.00
Hamamura Junior, Akio	Computer Science	\$9,657.00
Hampton, Brian	Economic and Workforce Development	\$9,657.00
Harley, Emma	Center for Writing Excellence	\$9,657.00
Helbling, Bailey	Counselor Education Training Clinic	\$9,657.00
Hess, Terrel	Athletics	\$9,657.00
Hlacikova, Daniela	Athletics	\$9,657.00
Holloway, Logan	Greek Life	\$9,657.00
Hossain, Mosharef	Chemistry and Physics	\$9,657.00
Hudgins, Emily	Chemistry and Physics	\$9,657.00
Hughes, Cassidy	Communication Disorders	\$9,657.00
Hussain, Uzair	Computer Science	\$9,657.00
Irovic, Frank	Biology	\$9,657.00
Jennings, Mollie	Center for Academic Advising	\$9,657.00
Katwal, Prabin	Engineering and Technology	\$9,657.00
King, Maison	Campus Life/Event Services	\$9,657.00
Kouba, Benjamin	Athletics	\$9,657.00
Landry, Shamus	Allied Health, Kinesiology, and Sport Sciences	\$9,657.00
Lebshier, Layne	COE-Educator Preparation	\$9,657.00
Lindsey, Donald	Child and Family Studies	\$9,657.00
Luster, Roshanna	Center for Behavioral Health and Accessibility	\$9,657.00
Lynch, Hannah	Career Services	\$9,657.00
Marlow, Rebekah	Graduate Business Studies	\$9,657.00
Martin, Zachary	Political Science, Philosophy, and Religion	\$9,657.00
McDonald, Dalyn	Athletics	\$9,657.00
McNabb, Molly	History and Anthropology	\$9,657.00
Meyr, Bryn	Communication Disorders	\$9,657.00
Meza, Jessica	Athletics	\$9,657.00
Miller, Shelbee	Nursing	\$9,657.00
Monday, Colton	Athletics	\$9,657.00
Moore, Braelynn	Southeast Online	\$9,657.00
Moss, Deanna	COE-University School for Young Children	\$9,657.00
Mowery, Daisy	History and Anthropology	\$9,657.00
Mueller, Samuel	Kent Library/Special Collections	\$9,657.00
Nall, Cristine	COE-The Edvolution Center	\$9,657.00
Nara, Pavan Subhash Chandrabose	Computer Science	\$9,657.00
Nelavelli, Prudhvi	Computer Science	\$9,657.00
Nerthasinghege Nanayakkara, Malsha	Engineering and Technology	\$9,657.00
Nguyen, Duc Huy	English and TESOL	\$9,657.00
Nguyen, Thi My Lynh	Regional Professional Development Center	\$9,657.00
Nhamburo, Tanaka	Residence Life	\$9,657.00
Nix, Nathaniel	Biology	\$9,657.00
Nunley, Alyssa	Engineering and Technology	\$9,657.00
Oliver, David	Recreation Services	\$9,657.00
Otec, Caly	Residence Life	\$9,657.00
Oximana, Alexander	Athletics	\$9,657.00

Pandey, Dilasha	Equity Initiatives	\$9,657.00
Patel, Fenil Jayantibhai	Graduate Business Studies	\$9,657.00
Paudel, Stuti	Engineering and Technology	\$9,657.00
Payton, Brianna	Office of Student Conduct	\$9,657.00
Petrowske, Shea	Student Financial Services	\$9,657.00
Pham, Nguyen Anh Huy	English and TESOL	\$9,657.00
Pitts, Grace	Biology	\$9,657.00
Polarine, Natalie	Allied Health, Kinesiology, and Sport Sciences	\$9,657.00
Raftery, Kyla	Communication Disorders	\$9,657.00
Ravikandi, Santosh	Computer Science	\$9,657.00
Readnour, Eli	COE - Leadership, Middle and Secondary Education	\$9,657.00
Redington, Lindsey	Computer Science	\$9,657.00
Rehg, Hailey	Learning Assistance Programs	\$9,657.00
Reynolds, Brett	Athletics	\$9,657.00
Richardson, Alayjia	TRIO/Student Support Services	\$9,657.00
Riley, Julia	COE-University School for Young Children	\$9,657.00
Rivera, Ernesto	Career Services	\$9,657.00
Roberts, Allison	TRIO/Student Support Services	\$9,657.00
Sackett, Katherine	Athletics	\$9,657.00
Sadiqullah, Shamima	Military and Veteran Services	\$9,657.00
Sain, Nweli	English and TESOL	\$9,657.00
Saleheen, Abrar	Marketing and Communications	\$9,657.00
Salem, Magda	Psychology and Counseling	\$9,657.00
Schlosser, Cam	Sikeston Regional Campus	\$9,657.00
Schuld, Riley	New Student Programs	\$9,657.00
Schwarz, Logan	Psychology and Counseling	\$9,657.00
Shahi, Hossein	Computer Science	\$9,657.00
Sherp, Gillian	Greek Life	\$9,657.00
Sniegowski, Madison	Residence Life	\$9,657.00
St. John, Sarah	Student Government	\$9,657.00
Stingle, Elizabeth	Recreation Services	\$9,657.00
Sumbal, Amana	Engineering and Technology	\$9,657.00
Talieu, Juliette Marie Janine	Graduate Business Studies	\$9,657.00
Tanrikulu, Batuhan	Computer Science	\$9,657.00
Tarno, Kristen	Center for Behavioral Health and Accessibility	\$9,657.00
Theobald, Alexander	Athletics	\$9,657.00
Torpea, Antonio	Residence Life	\$9,657.00
Vance, Chloe	Communications Disorders	\$9,657.00
Vann, De'Anna	Admissions - Tours	\$9,657.00
Vengaladasu, Ravichandra	Learning Assistance Programs	\$9,657.00
Vinaganti, Hanumanthu	Computer Science	\$9,657.00
Warnisher, Chet	Residence Life	\$9,657.00
Weber, Alexa	Center for Teaching and Learning	\$9,657.00
Wenzel, Lance	Allied Health, Kinesiology, and Sport Sciences	\$9,657.00
Winslow, Hailey	Admissions - Graduate	\$9,657.00
Wiseman, Rhett	Athletics	\$9,657.00
Witty, Hannah	English and TESOL	\$9,657.00
Wolf, Nicholas	Recreation Services	\$9,657.00

SOUTHEAST MISSOURI STATE UNIVERSITY  
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STAFF APPOINTMENTS

<u>Name</u>	<u>Position-Department</u>	<u>Salary</u>	<u>FTE</u>	<u>Effective</u>
Arnzen, Mark	Boiler Plant Technician II Probationary Boiler Plant	\$45,822.40	100	08/26/24
Florton, Richard	Director Public Safety	\$110,000.00	100	08/01/24
Nadler, Alexis	Digital Content Producer Marketing	\$43,888.00	100	08/05/24

SOUTHEAST MISSOURI STATE UNIVERSITY  
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STAFF SEPARATIONS

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
Balsmann, Cynthia	Textbook Associate Textbook Rental	08/30/24
Becherer, Sawyer	Coordinator, Marketing and Engagement Athletics Marketing Promotions	08/23/24
Bouzhay, Nora	Assistant to the President Equity Initiatives	08/30/24
Cribbs, Heather	Clinical Coordinator Nursing	08/09/24
Fox, Benjamin	Co-Head Athletic Trainer Training Room	08/22/24
Haupt, Adeline	Support Staff/Driver Horizons Center	08/02/24
Holt, Jason	Police Officer Public Safety	08/20/24
Mayfield, Krista	Managing Editor Brand Strategy Marketing	08/16/24
Vanglider, Kristen	Executive Assistant President's Office	08/30/24
Wheeler, Conner	Assistant Coach Mens Basketball	08/21/24
Wills, Alexa	Lead Teacher University School for Young Children	08/09/24

STAFF LEAVE WITHOUT PAY

<u>Name</u>	<u>Position-Department</u>	<u>Effective</u>
No Data to Report		

SOUTHEAST MISSOURI STATE UNIVERSITY

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STAFF CHANGE OF STATUS

<u>Name</u>	<u>Position-Department</u>	<u>Action</u>	<u>Effective</u>
Eskew, Torie	Senior Administrative Assistant Vice Provost From: \$32,801.60	Promotion	08/01/24
	Human Resources Specialist Human Resources To: \$43,888.00		
Skinner, Bruce	Associate Vice President Student Life Student Success and Aux Svcs From: \$138,902.57	Promotion	08/01/24
	Associate Vice President Student Life Student Success and Aux Svcs To: \$151,000.00		
Odegard, Melissa	Chairperson/Professor Psychology and Counseling From: \$94,767.18	Job Assignment Change	08/01/24
	Interim Vice Provost/Dean of Graduate Studies Vice Provost To: \$124,767.18		
Keele, David	Groundskeeper Grounds Department Maintenance From: \$34,798.40	Longevity Increase	08/25/24
	Groundskeeper Grounds Department Maintenance To: \$35,256.00		