



**SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873®**

Office of the President

NOTICE OF MEETING OF THE BOARD OF GOVERNORS

Notice is hereby given this twenty-fourth day of February 2022, that the Board of Governors of Southeast Missouri State University will convene at 9:00 a.m., on Friday, February 25, 2022, in Academic Hall Board Room on the main campus of Southeast Missouri State University, Cape Girardeau, Missouri.

The tentative agenda of this meeting is attached to this notice.

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

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Christopher R. Martin
Board of Governors' Secretary



BOARD OF GOVERNORS MEETING
9:00 a.m., Friday, February 25, 2022
Academic Hall Board Room*

Open Agenda

Swearing-in Ceremony for David C. Martin, New Member of the Board of Governors

1. General Business

(Governor Gargas)

- a. Action Item(s)
 - i. Welcome and Call to Order
 - ii. Roll Call and Determination of Quorum
 - iii. Consideration of Approval of Minutes of December 17, 2021 Open Session Meeting (**Attachment A**)
 - iv. Consideration of Approval of Resolution of Honor for Phillip M. Britt (**Attachment B**)
 - v. Consideration of Approval of Third Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University (**Attachment C**)

2. University President's Items

(University President Vargas)

- a. Report Item(s)/Information
 - i. University President's Report

- ii. Department Update – Recreation Services
- iii. Student Presentation (**Attachment D**)
- iv. Report from Student Government
- v. Report from Faculty Senate

3. Academic & Student Engagement Committee
(Governor Britt)

a. Action Item(s)

- i. Consideration of Approval of Academic Program Changes (**Attachment E**)
 - o College of Education, Health, and Human Studies: New B.S. in Respiratory Therapy
 - o College of Humanities and Social Sciences: BA in Communication (Title Change and Option Deletions)
 - Title Change: BA in Communication Studies → BA in Communication
 - Delete BA in Communication Studies → Relational Communication & Rhetoric Option
 - Delete BA in Communication Studies: Public Communication Option
 - o Holland College of Arts and Media – Change BS in Interior Design to BFA in Interior Design
 - o Holland College of Arts and Media – Minor in Interactive Design Technology (Title Change)
 - Title Change: Minor in Graphic Communications Technology → Minor in Interactive Design Technology

b. Report Item(s)/Information

- i. Academic & Student Engagement Committee Minutes – December 9, 2021 (**Attachment F**)

4. Finance & Audit Committee

(Governor Klocke)

- a. Action Item(s)
 - i. Consideration of Approval of Proposed Fiscal Year (FY) 2023 Residence Life Room and Board Rates, Effective Fall 2023 (**Attachment G**)
 - ii. Consideration of Approval of Resolutions of Honor and Emeritus/Emerita Status for Retirees (**Attachment H**)
- b. Report Item(s)/Information
 - i. Progress Report on Contracts and Facilities Management (**Attachment I**)
 - ii. FY22 Operating Budget to Actual Report (**Attachment J**)
 - iii. Faculty and Staff Personnel Actions (**Attachment K**)
 - iv. Finance & Audit Committee Minutes – December 13, 2021 (**Attachment L**)

5. General Business

(Governor Gargas)

- a. Action Item(s)
 - i. Adjourn Board of Governors Meeting

**Accessible to Physically Handicapped or Disabled*

**MINUTES OF THE OPEN SESSION
OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
HELD ON THE
SEVENTEENTH DAY OF DECEMBER 2021**

The Board of Governors for Southeast Missouri State University convened Open Session on Friday, December 17, 2021, at approximately 9:04 a.m., in the Academic Hall Board Room, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Mr. Edward P. Gargas, President of the Board of Governors called the meeting to order. Governors present were: Mr. Edward P. Gargas, President of the Board of Governors; Ms. Tina L. Klocke, Vice President of the Board of Governors; Mr. Phillip M. Britt; Mr. James P. Limbaugh; Mr. Vivek Malik; Mr. Lloyd F. Smith; and Ms. Lauren Kohn, Student Representative to the Board of Governors. Quorum having been established, Board President Gargas 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. Mike Godard, Dr. Debbie Below, Mr. Brady Barke, Dr. Trudy Lee, and Ms. Kathy Harper. Other attendees included representatives from Faculty Senate, Student Government, Academic Affairs, RubinBrown LLP, Lift for Life Academy, and a reporter from *The Arrow*. Dr. Brad Sheriff, Board Treasurer; Mr. Christopher R. Martin, Board Secretary; and Mr. Al Spradling, Legal Counsel were present too. Board President Gargas presided.

CONSENT AGENDA

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

- Consideration of Approval of Minutes of September 23, 2021 Open Session Retreat and September 24, 2021 Open Session Meeting [Attachment A]
- Consideration of Approval of Appointments to Show Me Center Board of Managers [Attachment B]
- Consideration of Approval of Reappointment to River Campus Board of Managers [Attachment C]
- Consideration of Approval of Conferring Degrees for Fall 2021 [Attachment D]

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

CONSIDERATION OF APPROVAL OF UNIVERSITY STRATEGIC ACTION PLAN

Board President Gargas called on University President Vargas to present a motion to approve the Southeast Missouri State University 2022-2025 Strategic Action Plan. [Attachment E].

While directing board members to materials in the board packet, University President Vargas asked Dr. Mike Godard, Provost, and Dr. Debbie Below, Vice President of Enrollment Management and Student Success, to join him for the presentation of the motion. He noted that Dr. Godard and Dr. Below had served as Co-Chairs of the Strategic Action Plan Steering Committee. University President Vargas also reminded the board that the process had involved a committee of individuals from across campus and that it was aided by two external facilitators, Dr. David Attis with EAB and Dr. Elaine Maimon with ACE.

Turning to discussion of the Strategic Action Plan (SAP), it was noted it includes three outcomes – Outcome 1, Educate Students and make positive impacts in their communities; Outcome 2, Stabilize Southeast's enrollment and graduate a diverse community of learners; and Outcome 3, Enhance stewardship of Southeast's resources and promote a culture of belonging, respect, and continuous improvement – each with their own goals and actions. Following a brief summary of the various goals and action statements, the Board engaged in robust discussion.

Governor Smith opened discussion making reference to the University's previous strategic plan and expressing some reservation about the proposed plan questioning whether there were enough measurables in it to guide the institution in execution of the plan. He made some additional comments regarding statements on enrollment, and impressed upon attendees the importance of focusing on growth rather than just maintenance. Governor Limbaugh stated his agreement with some of Governor Smith's comments and asked questions on items under Outcomes 1 and 2 that were not clear to him. He commended the university for parts of the plan that spoke about aligning curriculums to employer demand, increasing offerings of industry recognized credentials, and enhancing and developing partnerships. Governors Smith and Limbaugh acknowledged the effort put into the plan but conveyed a desire for continued discussion on it.

Continuing discussion, Governor Britt added his appreciation for all that went into developing the plan, and shared his opinion that the SAP should be a living document that reflects on-going process and that as the university leaders identify and/or adjust key performance indicators, updates be provided as appropriate to the public and the board. Board President Gargas made similar remarks. He talked about his involvement with the process as a member of the SAP Steering Committee and shared a belief that strategic planning can be approached different ways and that the purpose should be to provide an overarching umbrella that helps an organization move forward, which he believes the proposed SAP will do. Board President Gargas addressed the comments by Governor Smith about enrollment and informed the board that the enrollment subcommittee discussed the language included and whether to focus on growth verse maintenance. He provided additional background reminding the board about enrollment presentations it has received in recent years and the looming enrollment cliff that all institutions of higher education are expected to experience. Speaking to concerns about key performance indicators and measurable outcomes, Board President Gargas cautioned colleagues about creating a plan that sets the university up for failure because the measurables can never be achieved.

Like, Board President Gargas, Governor Klocke was a member of the SAP Steering Committee so she provided some reflections too. She expressed appreciation for the work of the Committee, which she noted included about twenty people from all areas of campus that worked diligently

on the plan for more than nine months. Governor Klocke shared a philosophy on alignment verse agreement, noting that as board members there may be things that not everyone agrees one hundred percent on, but that everyone should align behind it for the good of the institution. She continued stating the Board should review the SAP annually and assess its progress. Governor Limbaugh echoed some of what was shared by Governors Gargas and Klocke stating that the goals and actions in the plan should be achievable, and that it should not be the board's job to dive into the minutia and details, but to consider strategies that will hold the institution accountable. To that end, he commented that goals should be nimble enough to allow the university an opportunity to adjust as needed.

University President Vargas thanked board members for their comments and reconveyed his hope that the University could adopt a SAP that is focused, prioritized and concise. To that end, he recognized that some areas may not be as developed as some board members may want. However, he stated the goal was to develop a plan that the University could own, and move to execute.

Governor Malik added his appreciation for the process, but conveyed a belief that the Board was not engaged in the process nor kept updated about the SAP's work. In response, Governors Gargas and Klocke both reminded him that they served on the SAP Steering Committee, and attended meetings and contributed feedback as part of individual discussions and subcommittee assignments. They also recapped SAP updates provided to the Board at its May 14, June 25, and September 24, 2021 meetings. Board President Gargas also noted that information on the process, the Steering Committee, and drafts were posted online for board members, and members of the university and public alike to review. Additionally, feedback was solicited from the community and alumni via email newsletters and newspaper advertisements.

After some brief additional comments reiterating comments about enrollment and measurable goals, Governor Limbaugh made a motion to table consideration of approval of the Strategic Action Plan to the board's February 25, 2022 meeting. Governor Malik provided a second. A voice vote ensued with Governors Limbaugh, Malik and Smith voting in favor of the motion to table, Governors Britt, Gargas and Klocke voted against. The motion to table failed.

The Board then considered a motion to approve the Southeast Missouri State University 2022-2025 Strategic Action Plan. [Attachment E]. Governor Smith made the motion, Governor Britt provided a second. A roll call vote ensued. Voting "yes" was Governors Britt, Gargas, Klocke and Malik, voting "no" were Governors Limbaugh and Smith. The motion to approve the Strategic Action Plan carried by a vote of 4-2.

UNIVERSITY PRESIDENT'S REPORT

Board President Gargas 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:

- In early October, representatives from the University traveled to Kansas City, Missouri to meet with colleagues at Kansas City University (KCU) to explore a partnership that would benefit Southeast students wanting to attend medical school. KCU is considered a leader in osteopathic medicine and is the largest medical school in Missouri. KCU will open a College of Dental Medicine in Joplin, Missouri in 2023. We are working with KCU representatives to finalize a Partner Program Agreement that would better facilitate the process of admissions of students from SEMO to KCU.
- On December 3rd, the University presented the program at the Cape Girardeau Chamber of Commerce's First Friday Coffee. A University update was provided, and successes of Southeast students, faculty, staff and Redhawk athletics were highlighted.
- Over the last several years the University has developed a strong partnership with Mid-America Transplant (MAT), an organization in St. Louis, Missouri that works to save lives through excellence in organ and tissue donation. A component of the existing relationship is a partnership between MAT and Redhawk Athletics that is aimed at raising awareness for organ, eye and tissue donation with a focus on also honoring donors, their families and transplant recipients. Another component is collaboration with Southeast's Department of Nursing faculty to develop a curriculum related to organ transplants, which has been used to train over 1,000 nurses. To enhance its relationship with the University, MAT is working with University leaders to explore the creation of a memorial monument on the grounds of the River Campus to raise awareness for organ donation, and to honor organ donors and transplant recipients. The memorial would be funded entirely by MAT and serve as a visual reminder for all of southeast Missouri of the importance of organ donation and transplant services. MAT will also give a six-figure gift to the University to support academic programs at the University.
- The University has initiated a search for an Assistant Vice President to lead a new office of Economic and Workforce Development that will be responsible for leading the University's economic and workforce development and related training initiatives. The position will report directly to the University President and supervise the Office of Career Services, Continuing Education, the Regional Professional Development Center (RPDC), the Small Business Development Center (SBDC), Catapult Creative House, and the Law Enforcement Academy.
- The University will initiate a search for a new Vice President for University Advancement and Executive Director of the Southeast Missouri University Foundation after the first of the year. Working with Academic Search, the University hopes to conclude the search before the end of the spring 2022 semester prior to the retirement of Dr. Trudy Lee on June 30, 2022.

- The table below provides a sample summary of activities, events, and meetings that the University President engaged in since the last Board meeting:

Engagement	No. of Engagements	Sampling of Engagements
Student Events	13	Meetings with students, student organization events, River Campus events, athletic competitions, end of semester activities
OVC Meetings	8	Committees & Presidents'
Community Visits/Events	20	Meetings with members of the community, industry tours, appreciation events, alumni events, donor visits
Legislative Outreach & State Higher Ed Meetings	10	Meetings with City Leaders, COPHE, CBHE, meetings with Legislators
Board Meetings	10	MAGNET, Cape Chamber, NCAA, ACE, HACU, AASCU

- In early November, the Art and Design Department began to move into the new Arts Complex that will serve ceramics, drawing, painting and art history students beginning in the Spring of 2022. The new Arts Complex is the result of a partnership with the City of Cape Girardeau and a private developer to co-locate all arts programs in facilities near the existing River Campus. The new facilities will allow consolidation of all physical spaces housing arts and design programs in one location. Over time, the two-phase River Campus Expansion project will add three buildings providing more than 30,000-sf of flexible and modern facilities to house academic programs in the College of Arts and Media, provide space for experiential learning activities, and create venues for economic and community events.
- The May 2021 Dietetics graduates had a 100% match with internship sites. In this highly competitive national process, the sites select students and students select sites for internships. The students must match with their selected sites in the annual cycle. Nationally the average match rate is 60%.
- The University received a five-year \$2.2 million U.S. Department of Education Title III Strengthening Institutions Program grant. Renewal of funding for each year is contingent upon demonstrating the project has made substantial progress in achieving proposed goals and objectives. This is a very competitive grant and only 44 new awards were granted this year. Some of the project activities we will focus on and include, but are not limited to: strengthen and align educational support services and academic advising to eliminate outcome gaps for students who are first generation, low income, and/or a member of an underrepresented group; increase student participation in early career engagement, experiential learning, and work-based learning activities to increase retention and completion; and enhance the collection and use of data, along with the

implementation of predictive analytics and data-driven decision making, to support student success.

- Ameren is constructing canopies with solar panels in the parking lot of the Show-Me Center. As a part of this project, they are working with Jaron McMurry and other faculty in the Construction Management program to discuss and see the various aspects of the construction as they go through the process. Ameren staff had the first of their presentations recently and made presentations to three Construction Management courses at various levels to introduce the project and the design/prep phase of construction.
- SEMO Space Week honoring the upcoming James Webb Space Telescope launch, which ran from November 8-13, 2021, was a success. The SEMO Space Week committee held a series of events that ran each night, including night sky observations, presentations related to astronomy and the James Webb Space Telescope, a movie night, and interactive booths. The keynote presentation on November 13 was made by Dr. Stephanie Howard from the NASA Goddard Space Flight Center's Planetary Magnetospheres Lab and a SEMO Physics alumnus.
- The Historic Preservation program celebrated its 40th anniversary on Saturday, November 13 with a banquet in the Wehking Alumni Center. Debra Reid, who was last year's alumni merit award winner, was the guest speaker. The Historic Preservation Association students, in combination with faculty, staff, and alumni, worked to put the event together to celebrate the past accomplishments of our current and former students.
- Mr. J. David Blakemore gave a six-figure gift to the Harrison College of Business and Computing (HCBC) to promote Family businesses education. A portion of this gift will be used to encourage HCBC faculty to develop curricula and research for that purpose. This academic year three fellows were awarded to undertake projects for one academic year related to Family Business.
- Faculty in the Department of Accounting, Economics, and Finance collaborated with KFVS12 to start a webcast program on current events in business and economics. The program is called *Money Talks*, which aims to educate the region about important economic issues and their potential implications on society and airs bi-weekly on Friday afternoons.
- A rebranding effort for KRCU, Southeast Missouri State University's NPR News and Classical Music public radio station was completed in November. The rebranding, completed by University Marketing, includes a new logo and visual identity, a website homepage refresh, redesigned business cards and stationary packs, and a new billboard in Poplar Bluff.
- A new semo.edu website launched in October giving the University the technological infrastructure to both celebrate our achievements and better communicate our programs with prospective students and parents, as well as showcase our institution. The recommendation for the new website came forward through our "Enhancing Recruitment and Student Success" initiative, a precursor to the Strategic Action Plan work we are currently developing. The new site will help us to engage with prospective students through a modern, mobile, and fully responsive web design. It's also been developed following ADA accessibility requirements, meaning it can engage with all our students.
- A rebranding effort for the Southeast Missouri University Foundation launched during Homecoming. University Marketing designed an updated logo to align the Foundation

more closely to the University brand. During Homecoming, University Marketing also launched a new digital publication for alumni and friends titled *The Dome* as well as the *Inside the Dome* podcast.

- On December 3rd, 2021 the University, through the work of Recreation Services, Southeast eSports Club, and Information Technology, hosted the Missouri Scholastic Esports Federation's (MOSEF) Regional Tournament. This is the first time the University has hosted an esports tournament for local high school teams. The tournament consisted of 11 high schools (Fox, Richland, Central County R-3, North County R-1, Windsor, Bernie, Eagle Ridge, Clearwater, Farmington, Arcadia Valley, and West County R-4) who brought a total of 289 students and coaches to the University. A total of 100 matches, consisting of 256 games were played and when competitors were not playing, they were engaged with each other, our University eSports club members, the live stream of the games being played, attending panel sessions provided by our eSports club, or learning about Southeast from our Office of Admissions. Evidence of the tournament's success can be seen in a tweet from a student at North County R-4. The student, through the schools twitter account commented, "This was one of the coolest things I've ever done. I'll never forget it."
- Redhawks Volleyball won the OVC regular season and the OVC conference tournament championships this Fall, earning a bid to the NCAA tournament. Laney Malloy was named Player of the Year, Claire Ochs was named Setter of the Year, and Head Coach Julie Yankus was named Coach of the Year. With Coach Yankus' Coach of the Year honor, 9 of Southeast's 10 head coaches have now received conference and/or national coach of the year recognitions since 2018.
- SEMO Athletics, the defending OVC Commissioner's Cup Champions, are currently in 2nd place in the Commissioner's Cup standings after the completion of the Fall seasons.
- Demolition of Houck has begun and will continue into January. Construction of the new southside seating structure, concessions, restrooms, and concourse will follow with anticipated completion by the end of August 2022.
- Southeast Missouri and Affinity Licensing (the university's exclusive licensing agent) have partnered with Ground-A-Bout to create *Redhawk Roast*, the new officially licensed SEMO Redhawks coffee. Bags can be found for retail sale at both Ground-A-Bout locations in Jackson and the Marquette Tower in Cape Girardeau, as well as the Southeast Bookstore.
- Southeast Missouri's 2021 Athletics Hall of Fame Class includes running back Henry Harris, left-handed pitcher Joey Lucchesi, infielder Megan McDonald and third baseman Trenton Moses. The 2021 class will be inducted alongside the 2020 class during a special dinner and ceremony at the Show Me Center on Friday, February 4, 2022.
- New white street signs featuring black lettering and the Redhawk logo were recently installed at 26 intersections that run contiguous to and through SEMO's main and River campuses. The new signs are the direct result of the strong partnership between Southeast Missouri State University and the City of Cape Girardeau, and were paid for using SEMO licensing royalties.
- Homecoming 2021 was a tremendous success. Over 400 alumni and donors attended the annual Copper Dome Dinner on Friday evening at which 2020 and 2021 Alumni Association award recipients and the Friends of the University recipients were honored. Saturday of Homecoming provided an opportunity to welcome back the 50th

class reunions from both 1970 and 1971 as well as the Golden Eagles Marching Band alumni who performed in Super Bowl V in 1971. In addition, the first annual commemoration event was held at the Veteran's Plaza to honor veterans and military service members.

- The Endowed Scholarship program continues to be tremendously successful, providing much needed support to Southeast students and connecting donors with student recipients in traditional and innovative ways. At the annual Scholarship Reception held in October, more than 200 scholarship donors met with nearly 300 student recipients. Adding virtual outreach to our in-person connections, we have utilized the new ThankView video platform to engage with many of our scholarship donors from across the country. During the holiday season, personalized video greetings from scholarship recipients are being sent via individual "thank you" videos to the scholarship donors.
- This fall, the Southeast Missouri University Foundation made a number of changes to its policies and procedures for the first time in over 20 years. The Foundation Board adopted new Bylaws and policies at its October meeting. Recognition levels in the Copper Dome Society (annual giving) and the President's Council (major giving) were revised and introduced in the 2021 Honor Roll of Donors. Together with the Horizon Club (planned giving), these recognition societies continue to focus on ways for Southeast to acknowledge and steward donors.

REPORT FROM LIFT FOR LIFE ACADEMY

Board President Gargas asked University President Vargas to introduce guests from Lift for Life Academy to provide an update on the charter school, which is sponsored by Southeast Missouri State University. In turn, University President Vargas welcomed and introduced Mr. Scott Dolan, President of the Lift for Life Academy Board of Directors; Mr. Marshall Cohen, Executive Director and Co-Founder; Dr. Katrice Noble, Deputy Director; and Dr. Diana Bourisaw, Charter Liaison.

Beginning the update, Mr. Dolan noted he had been involved with Lift for Life Academy (LFLA) for about 15-16 years and that LFLA has greatly appreciated the partnership with Southeast. He shared that LFLA was the first charter school in St. Louis, that it started as a middle school, then they added a high school, and it now includes an elementary school. Mr. Dolan reviewed LFLA's finances noting that they are strong, that they get about 96 to 98 percent of their funding from the state, and that they exceed state requirements to maintain a 4 percent reserve. Currently, there are about 870 in grades K through 12, and that their performance compared to St. Louis Public Schools is very high. LFLA representatives shared some examples of partnerships with Southeast beyond the charter sponsorship, which included a grow your own teacher program, dual credit/dual enrollment, student teachers, student observations, speech and hearing screenings, and musical instrument donations to share a few. In closing their presentation, LFLA representatives noted that at least six Southeast graduates are teaching and/or working in some capacity at the school and that several LFLA graduate are currently, or have recently attended, Southeast.

During conversation following the report, University President Vargas noted his appreciation for the relationship with LFLA and thanked members of the University and Dr. Bourisaw for all they

have done to make it flourish. Governor Limbaugh echoed the comments stating the relationship with LFLA is a great partnership and a perfect example of ways the University should be engaging with the community.

STUDENT PRESENTATION

Board President Gargas called upon University President Vargas to introduce the Student Presentation. University President Vargas introduced Mr. Jay Harris. He stated that Jay is from North County, Missouri, and is a junior at Southeast. Jay serves as a program assistant in the Academic Support Center Office, office assistant in the Office of the President here at Southeast and is a participant in League of Student Advocates in St. Louis. Jay is very involved serving as a mentor in the Academic Mentoring Program, founding member of Redhawk Rhythm, participant in 100 Black Men, participant of Wyman Teen Leadership Program, and an attendee at Missouri Boys State and El Día de los Niños, El Día de los Libros at Arizona State University.

In his remarks, Mr. Harris thanked University President Vargas for the opportunity to speak and shared that his experience at Southeast has been unique and that he has grown a lot during his time at the University. He mentioned his involvement with Wyman Teen Leadership and at one time thought he would not attend college. Following up on that statement, Mr. Harris said that he has learned a lot at Southeast and believes deciding to attend was one of the best decisions he has made. Mr. Harris spoke about his involvement with the McNair Scholars program and his participation in different student organizations on campus. In closing his comments, he spoke about the importance of faculty and staff recruitment and retention and encouraged the Board and University leaders to always strive for a faculty and staff population that reflects the student body, noting that an environment that reflects student demographics could aid also in student recruitment and retention.

Following his remarks, Mr. Harris engaged in discussion with the Board. Governor Limbaugh commended him for his student involvement. University President Vargas asked whether there are individuals on campus that have played a positive role in his development. In response, Mr. Harris talked about the mentorship of Trent Ball. Governor Klocke congratulated Mr. Harris on his academic success while also balancing many leadership roles on campus.

REPORT FROM STUDENT GOVERNMENT

University President Vargas introduced Mr. Nolan Knupp, Student Government Association (SGA) Vice President, to provide an update to the Board.

Mr. Knupp shared that SGA recently partnered with the Department of Public Safety to fund a crosswalk project that will add signs and widen curbs for student safety. SGA has also approved some travel expenses for students to attend conferences and provided funding to support a conference on campus hosted by a student organization. He shared that about 800 students participated in Late Night Breakfast and noted that elections for Senators and the Executive Board will begin sometime after the start of the spring semester. Mr. Knupp discussed conversations taking place with Kent Library that would extend the hours from 11:00 p.m. to

midnight, and that SGA could possibly provide funding to hire students to staff the additional hours.

During discussion with the Board, Student Representative Kohn asked whether the library hours would be extended on the weekend, or just during the week. Mr. Knupp responded that the current focus is only on extending the weekday hours, noting that is where the most interest seems to be.

REPORT FROM FACULTY SENATE

University President Vargas introduced Dr. Laura Hatcher, Chair of Faculty Senate to provide comments to the Board. Dr. Hatcher's report included the following:

Good morning, everyone.

This report will be a little longer than my last one because the Senate has been busy.

This fall, we were able to pass, and Dr. Vargas signed legislation, that updated the language concerning the class attendance policy. This legislation was requested by both Student Financial Services and the Office of Military and Veteran Services. In addition, the Senate has passed legislation updating the language concerning Honors Program Admissions and have discussed and will consider early in the spring semester a bill that updates the language for procedures for faculty to become graduate faculty. We have also been discussing a few other matters with various constituencies on campus. We also passed a resolution agreeing with SGA that will change the final exam schedule for spring semester. And finally, for the first time ever — and we thank Dr. Vargas for suggesting we do this — we had the great pleasure of passing a resolution recommending our students for graduating this fall.

The chairs of the legislative committees have been doing a remarkably good job of reaching out and discussing negotiating with the various constituencies involved in this and upcoming legislation. This has included some good conversations with the relevant members of the executive staff, and other administrators on campus. So far, every piece of legislation that we have introduced on the floor has been vetted by appropriate groups before we introduce it — this has made the ability of the Senate to recommend legislation easier while also enhancing communication between the Senate and administration. I look forward to seeing even more productivity in the spring as more of the projects come to the Senate floor for debate.

In addition, the Senate Executives have remained active in both the strategic action planning process and in the Emergency Response Team. We also hired a new administrative assistant this fall, who also serves as Secretary of the Senate, and she and I have reorganized the Senate's administrative office so that we are

largely paperless. Dr. Louie, our chair-elect and also the chair of the Johnson Faculty Centre, has been reviewing the accounts for the Senate while also managing the Johnson Faculty Centre — we had the first faculty group (the Black Faculty and Staff Association) make use of the JFC for an event, which we think is good news since the building is once in use by faculty outside the Senate. Dr. Fluegge, our Membership Chair, spent much of her time this fall assisting the administration in staffing the various committees that the Senate provides membership for. Both of my colleagues have been a pleasure to work with, and by the way, they are both here today.

Dr. Louie, who is our chair-elect, is a professor of Spanish in the Department of Communication and Modern Languages. Dr. Fluegge is a professor of management in the Department of Management. Both of my colleagues joined me here today partly because we want to make certain that the transition between chairs is smoother than it's been in the past, and because we've been focusing on learning leadership skills over the semester – and this is part of that process. So we three are here to listen, observe, and answer questions should you have any.

I also want to thank Dr. Vargas and Dr. Godard for meeting with us over the course of the semester. Dr. Vargas has kept us in the loop on various issues and has maintained an open line of communication with us. Dr. Godard keeps his door open so that if we have issues or questions, we can always bring them to him. Our chairs of the legislative committees have had a great deal of assistance from the various administrators they have engaged with, and report very positive discussions when working through legislative issues. Finally, since we are at the end of the calendar year and are well into the season of lights and holidays, I want to say thank you to everyone who has supported and assisted the Senate and wish everyone a very happy holiday season.

Following the report, Dr. Hatcher engaged in discussion with the Board. Governor Limbaugh thanked Dr. Hatcher for her report, noting it was one of the best reports the Board has received from a Faculty Senate Chair in recent years and also noting his pleasure with comments about the positive working relationship between Faculty Senate and administration. Governor Klocke also conveyed her appreciation to Dr. Hatcher and thanked her and other faculty for their involvement in the Strategic Action Plan process.

CONSIDERATION OF APPROVAL OF ACADEMIC AND STUDENT ENGAGEMENT COMMITTEE CHARTER

Board President Gargas called upon Governor Britt to present items pertinent to the Board's Academic and Student Engagement Committee. The first item he presented was approval of the Charter of the Board of Governors Academic and Student Engagement Committee. [Attachment G].

Governor Britt explained that the Committee began meeting at the start of the fall semester consistent with the Board's By-Laws. He noted that the Committee recommended approval of a

Charter to better guide their work. Governor Britt commented that any future changes to the Charter will be submitted to the Board for approval.

A motion was made by Governor Britt and seconded by Governor Limbaugh to approve the Charter for the Board of Governors Academic and Student Engagement Committee [Attachment G]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF ACADEMIC PROGRAM CHANGES

Governor Britt called upon Dr. Mike Godard, Provost to present a motion to approve academic program changes. [Attachment H].

Provost Godard directed Governors to the materials behind Attachment H in the Board packet and read the items for consideration:

- Authorize and approve the deletion of individual options (Health Policy and Management, Nutrition, Social/Behavioral, Information, and Biology) in the BS in Public Health program.
- Authorize and approve the deletion of the MA in Human Environmental Studies program.
- Authorize and approve a new undergraduate certificate titled Family Enterprise Management.
- Authorize and approve the renaming of the current MBA Option from Entrepreneurship to Entrepreneurship and Corporate Innovation.
- Authorize and approve the deletion of the Healthcare Management Graduate Certificate titled General Certificate.
- Authorize and approve the deletion of the Healthcare Management Certificate titled Quality and Patient Safety.
- Authorize and approve the deletion of the Quality and Patient Safety and the General Options of Health Management MS program.
- Authorize and approve the renaming of the current Options in Healthcare Management MS from (1) Quality and Patient Safety to Healthcare Quality; and (2) Informatics to Healthcare Informatics.
- Authorize and approve the deletion of the Industrial Management and Environmental Management Options of the MBA program.
- Authorize and approve a new undergraduate certificate titled Media for Managers.
- Authorize and approve the addition of a new Option titled Media Management within the BS in Mass Communication program.

A motion was made by Governor Britt and seconded by Governor Limbaugh to approve the academic program changes included in Attachment H. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF FINANCE AND AUDIT COMMITTEE CHARTER

Board President Gargas called upon Governor Klocke to present items pertinent to the Board's Finance and Audit Committee. The first item she presented was approval of the Charter of the Board of Governors Finance and Audit Committee. [Attachment J].

Like the Academic and Student Engagement Committee, Governor Klocke shared that the Finance and Audit Committee began meeting at the start of the fall semester. She noted that the Committee recommended approval of a Charter to better guide their work. Any future changes to the Charter will be submitted to the Board for approval.

A motion was made by Governor Klocke and seconded by Governor Britt to approve the Charter for the Board of Governors Finance and Audit Committee [Attachment J]. The motion carried unanimously.

CONSIDERATION OF ACCEPTANCE OF ANNUAL AUDITS

Board President Gargas called upon Governor Klocke, Chair of the Finance and Audit Committee, to present a motion to approve the acceptance of the University's annual financial statement, the System Facilities financial statement, and the Single Audit Report for the year ending June 30, 2021, from RubinBrown, LLP. [Attachment K].

Governor Klocke referred colleagues to materials in Attachment K in the board packet and introduced guests from RubinBrown, LLP, Mr. Ted Williamson and Ms. Bandi Lawyer. Mr. Williamson shared some background stating that the audit covers the year-ended June 30, 2021 and that the firm issued an unmodified clean opinion on the university's financial statements. The auditors reviewed multiple reports, including the University's financial statements (Attachment 1), the Systems Facilities financial statement (Attachment 2), and the Single Audit (Attachment 3). A Report on NCAA Independent Auditor's Report on Agreed Upon Procedures was also referenced and discussed, although it is not an item the Board takes official action on. With regard to the Single Audit, Mr. Williamson shared there were no findings regarding internal control over financial reporting and that it includes an unmodified opinion on compliance. However, the auditors did address a material weakness in internal control over compliance regarding reports connected to the receipt of Higher Education Emergency Relief Funding and to Strengthening Institutions Program funding. Mr. Williamson commented that University leaders have worked with auditors on the finding and have demonstrated efforts to mitigate its recurrence. There was brief discussion on this particular matter with the Board, with some members sharing their experiences with federal funding programs and acknowledging that with changing rules and unclear guidance, the Board appreciated the Auditors work with the University to address the issue going forward.

A motion was made by Governor Klocke and seconded by Governor Limbaugh to approve the acceptance of the University's annual financial statement, the System Facilities financial statement, and the Single Audit Report for the year ending June 30, 2021, from RubinBrown, LLP [Attachment K]. The motion carried unanimously.

CONSIDERATION OF APPROVAL OF REVISIONS TO MISSOURI INNOVATION CORPORATION BY-LAWS

Governor Klocke presented a motion to approve the Amended and Restated Bylaws of the Missouri Innovation Corporation. [Attachment L]. During the presentation, Dr. Brad Sheriff, Vice President of Finance and Administration offered some brief background on the Missouri Innovation Corporation (MIC) and commented that its activities have been decreasing in recent years. As such, the MIC Board felt it important to look at its By-Laws. He explained that the proposed amendments would make changes in Article II, Section 2 and Article II, Section 3 of the By-Laws and also make some changes to include consistent gender-neutral references.

A motion was made by Governor Limbaugh and seconded by Governor Britt to approve the Amended and Restated Bylaws of the Missouri Innovation Corporation [Attachment L. The motion carried unanimously.

CONSIDERATION OF REAPPOINTMENTS TO THE MISSOURI INNOVATION CORPORATION BOARD OF DIRECTORS

Governor Klocke called upon Dr. Brad Sheriff, Vice President of Finance and Administration, to present a motion to approve the reappointment of Brent Buerck, Dawn Dauer, John Ferguson, and Jim Grebing to the Board of Directors of the Missouri Innovation Corporation for a one-year term beginning October 2021 and ending October 2022. [Attachment M].

During discussion, Dr. Sheriff, explained that the proposed reappointments are consistent with the Amended and Restated By-Laws just approved by the Board. In response to a question from Board President Gargas, Dr. Sheriff shared that the process to identify candidates for potential new MIC board terms would begin in advance of October 2022.

A motion was made by Governor Smith and seconded by Governor Limbaugh to approve the reappointment of Brent Buerck, Dawn Dauer, John Ferguson, and Jim Grebing to the Board of Directors of the Missouri Innovation Corporation for a one-year term beginning October 2021 and ending October 2022 [Attachment M]. The motion carried unanimously.

CONSIDERATION OF REVISED MASTER OPERATING AGREEMENT

Governor Klocke called upon Mr. Chris Martin, Chief of Staff, to present a motion to approve the revised Master Operating Agreement between Southeast Missouri State University and the Southeast Missouri University Foundation. [Attachment N].

In reviewing the proposed item, which Board members were directed to Attachment N in their packet, Mr. Martin reminded members that a proposed Master Operating Agreement (MOA) was brought up for discussion at the Board's September 24, 2021 meeting and that the Board requested the University have some additional clarifying conversations with Foundation staff and legal counsel prior to the Board offering final approval. Mr. Martin shared that the MOA for

consideration includes language addressing the Board's questions about the process for fund requests and fund disbursements.

A motion was made by Governor Limbaugh and seconded by Governor Klocke to approve the revised Master Operating Agreement between Southeast Missouri State University and the Southeast Missouri University Foundation [Attachment N]. The motion carried unanimously.

CONSIDERATION OF AMENDED AND RESTATED BYLAWS OF THE SOUTHEAST MISSOURI UNIVERSITY FOUNDATION

Governor Klocke called upon Dr. Trudy Lee, Vice President of Advancement and Executive Director of the Southeast Missouri University Foundation, to present a motion to approve the Amended and Restated Bylaws of the Southeast Missouri University Foundation. [Attachment O].

For complete background, Dr. Lee referred to Attachment O in the board packet. She explained that a subcommittee of Foundation board members met from about April to September 2021 to review their By-Laws and recommend changes. Dr. Lee shared that the Foundation Executive Committee recommended approval at their September 13, 2021 and that the full Foundation Board unanimously approved the amendments at their October 29, 2021 meeting. In closing, she noted that any future changes to the By-Laws would be brought to the Board of Governors for approval per the Master Operating Agreement between the University and the Foundation.

A motion was made by Governor Limbaugh and seconded by Governor Smith to approve the Amended and Restated Bylaws of the Southeast Missouri University Foundation [Attachment O]. The motion carried unanimously.

OPERATING BUDGET TO ACTUAL REPORT

Governor Klocke called on Dr. Brad Sheriff, Vice President of Finance and Administration, to provide the Operating Budget to Actual Report. [Attachment Q]. Before Dr. Sheriff's comments, Governor Klocke noted that the Board had a progress report on contracts and facilities management [Attachment P] and copies of committee minutes [Attachment R] in their Board packet as reference if of interest to members.

In presenting the Operating Budget to Actual Report, Dr. Sheriff explained that multiple reports will now be provided to Board members to help better present the information. Specifically, he talked through the All Funds, Education and General, Auxiliary Funds, and Designated Funds reports.

During discussion with Board members, Governor Malik inquired about funds expended on campus deferred maintenance, campus infrastructure, and campus beautification and asked if there is a way to capture and present this information in future budget reports. In response, Dr. Sheriff reminded the Board of the facilities management report, noting that most of the projects listed are deferred maintenance items. Dr. Sheriff also shared that the University is in the process of updating the way it vets and prioritizes capital projects, which will include the formation of a

committee that will review projects and work of all kind, including deferred maintenance and campus beautification.

CONSIDERATION OF MOTION FOR CLOSED SESSION

A motion was made by Governor Limbaugh and seconded by Governor Klocke to recess the Open Session and convene Closed Session for the consideration of the following:

- A. RSMo 610.021.1 – pertaining to legal actions, causes of action or litigation
- B. RSMo 610.021.2 – pertaining to leasing, purchase or sale of real estate
- C. RSMo 610.021.3 – pertaining to the hiring, firing, disciplining or promotion of personnel
- D. RSMo 610.021.9 – pertaining to discussions and negotiations with employee groups
- E. RSMo 610.021.13 – pertaining to personnel records

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

The Open Session was recessed at approximately 1:04 p.m.

ANNOUNCEMENT OF ACTIONS TAKEN IN CLOSED SESSION

Upon reconvening the Open Session at approximately 2:10 p.m. Board President Gargas 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 action:

- By a vote of 6 to 0 the Board approved the minutes of the Board's September 23 and 24, 2021 closed session meetings. Governors Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.9 pertaining to negotiations with employee groups, and by a vote of 6 to 0 the Board approved an Updated Memorandum of Understanding with the Teamsters Local 600. Governors Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.2 concerning matters related to real estate, and by a vote of 6 to 0 the Board approved granting an irrevocable license to Armbruster Investments LLL for its property at 1150 New Madrid in Cape Girardeau, MO. Governors Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.
- Pursuant to RSMo 610.021.3 pertaining to hiring, firing, disciplining or promotion of personnel and RSMo 610.021.13 pertaining to personnel records, the Board received a report on personnel actions for August, September and October 2021.

- The Board had conversations with legal counsel per RSMo 610.021.1 pertaining to legal matters.
- By a vote of 6 to 0 the Board adjourned the Closed Session and reconvened the Open Session. Governors Britt, Gargas, Klocke, Limbaugh, Malik, and Smith voted to approve.

CONSIDERATION OF MOTION TO ADJOURN

Prior to adjournment, Board President Gargas inquired whether there was anything further to come before the Board. After brief comments, including an update on The Houck Project in reference back to the facilities management report and reference to 2022-2023 meeting dates [Attachment S], the Board entertained a motion to adjourn. A motion to adjourn was made by Governor Smith and seconded by Governor Britt to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at approximately 2:25 p.m.

Christopher R. Martin
Secretary, Board of Governors

APPROVED:

Edward P. Gargas
President, Board of Governors
Southeast Missouri State University



A Resolution

by the Board of Governors
of
Southeast Missouri State University

Whereas, Phillip M. Britt, graduated from Southeast Missouri State University in 1992, earning a Bachelor of Science with a major in political science, and subsequently earned a Juris Doctorate from the University of Missouri School of Law; and

Whereas, Phillip M. Britt is director of Aycorp Media in Malden, Missouri, after having served as the drug court commissioner for the 35th Judicial Circuit of Missouri from 2002 until 2020, state representative for the 163rd District in the Missouri House of Representatives from 1999 to 2002, and an assistant prosecuting attorney in Dunklin and Pemiscot counties; and he has made significant contributions in his community, state and profession having served as past chairman of the Missouri Supreme Court Committee on Treatment Courts, past president of the Missouri Association of Treatment Court Professionals and a member of the Board of Directors of the American Legion Boys State of Missouri; and

Whereas, Phillip M. Britt served on the Southeast Missouri State University Presidential Search and Screening Advisory Committee in 2014-2015 when Dr. Carlos Vargas was chosen as the 18th president of the University; he was appointed to the Southeast Missouri State University Board of Regents, now the Board of Governors, by Missouri Governor Jeremiah "Jay" Nixon to a term from September 2015 to January 1, 2022; he played a pivotal role in the passage and adoption of the first ever Board of Regents By-laws; and he served as Chairman of the Board's Academic and Student Engagement Committee; and

Whereas, during Phillip M. Britt's service, the University achieved several milestones, including the adoption of a new University Strategic Action Plan; institutional accreditation by the Higher Learning Commission was reaffirmed; Will To Do and Copper Dome Scholarship programs were created; the University transitioned to self-insurance; a comprehensive reorganization of colleges and departments was completed resulting in the establishment of five colleges; designation as a National Center of Academic Excellence in Cyber Defense Education by the National Security Agency (NSA) and the U.S. Department of Homeland Security (DHS); inclusion in the inaugural class of institutions worldwide designated a "Yamaha Institution of Excellence"; expansion of the Lift for Life Academy in St. Louis to Pre-K-12th grades; celebration of the Kennett Campus 20th anniversary; expansion of KRCU; the launch of several innovative academic programs, such as Professional Pilot, Unmanned Aircraft Systems, Geographic Information Science and Industrial and Systems Engineering; the Department of Athletics won the 2020-2021 Ohio Valley Conference Commissioner's Cup for the first time in school history; and the Board transitioned from a Board of Regents to a Board of Governors due to the passage of House Bill 297 approved by Gov. Michael L. Parson on July 14, 2021, designating Southeast as an institution of higher education with a statewide mission in computer science, cybersecurity, and visual and performing arts; and

Whereas, during the tenure of Phillip M. Britt the University completed such major physical enhancements as the development and opening of the Greek Village and International Village; renovation of Grauel Building, Rosemary Berkel Crisp Hall of Nursing, Show Me Center and Towers Cafeteria; relocation of the University's marching band to the River Campus; improvements at Capaha Field; opening and dedication of a Veterans Plaza, the NPHC Plaza, the EDvolution Center, Catapult Creative House, a new Center for Speech and Hearing, and the Rust Center for Media; opening of the Redhawk Food Pantry, a Cyber Range, eSports Arena, and vegetable demonstration garden at Southeast's Sikeston Campus; upgrade of the campus network infrastructure; upgrades to utility tunnels; expansion of the Autism Center for Diagnosis and Treatment to Southeast's Sikeston Campus; expansion of the River Campus with the opening of a new arts complex; and construction began on a new dual role, multi-use Houck Stadium Complex; and

Whereas, Phillip M. Britt has represented the University well in various civic activities and public appearances, has been faithful in his stewardship of the public trust, and has demonstrated extraordinary dedication to the service of the University and its constituents; and

Now, therefore, be it resolved by the Board of Governors of Southeast Missouri State University that the appreciation of the University community be expressed to Phillip M. Britt for his outstanding service as both a Regent and Governor, and that this resolution, accompanied by best wishes for his future success and happiness, be placed in the minutes of the Board of Governors, and that a properly inscribed copy of this resolution be presented with appropriate ceremony;

Done in the City of Cape Girardeau, Missouri, this 25th day of February in the year two thousand twenty-two.



Edward P. Gargas

Mr. Edward P. Gargas, President of the Board of Governors

Carlos Vargas

Dr. Carlos Vargas, President of the University

ATTEST:

Christopher R. Martin

Mr. Christopher R. Martin, Secretary



BOARD OF REGENTS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Approve the attached Amended and Restated By-Laws of the Board of Governors of Southeast Missouri State University.

II. Background:

On June 26, 2017 the University's then-Board of Regents adopted By-Laws for the Board of Regents. Amended and Restated By-Laws of the Board of Regents were adopted on February 25, 2021. On August 28, 2021 the Board of Regents became a Board of Governors. At the request of Board President Ed Gargas, Board Secretary Martin initiated a review of the By-Laws to make recommended changes to align with the Board's new Board of Governor's structure. The suggested revisions included in the Third Amended and Restated By-Laws include, but are not limited, replacing "Board of Regents" with "Board of Governors", revising "Regents" to reflect "Governors", updating statutory references, and editing provisions regarding board composition and responsibilities, among other updates. The proposed revisions include no substantive or procedural changes beyond simply working to ensure the By-Laws reflect the Board's new status as a Board of Governors.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President  _____

Board Action on: _____

Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

THIRD AMENDED AND RESTATED BY-LAWS

OF THE

**BOARD OF REGENTSGOVERNORS OF
SOUTHEAST MISSOURI STATE UNIVERSITY**

Southeast Missouri State University Board of RegentsGovernors is vested by law (Chapter ~~174.010~~ 172 pursuant to Section 174.457 of the Revised Statutes of Missouri-~~et seq, Missouri Revised Statutes~~) with all powers and authority to effectively govern and set policy for Southeast Missouri State University in accordance with the laws of the State of Missouri and with the Regulations and Rules of the Board of RegentsGovernors. In order to more effectively discharge its responsibilities and duties in connection therewith, Southeast Missouri State University Board of RegentsGovernors hereby adopts these By-Laws.

ARTICLE I

THE BOARD

Section 1.1- **Name.** The Board of RegentsGovernors is a public body corporate called "The Southeast Missouri State University Board of RegentsGovernors," with all the powers of a body corporate under the laws of the State of Missouri. The Board of RegentsGovernors shall be referred to hereinafter as the "Board".

Section 1.2 - **Composition.** The Board is composed of ~~six~~ seven voting RegentsGovernors and that not more than three (3) of said board, excluding the State Commissioner of Education, shall be of the same political party plus one non-voting

student Regent-representative all of whom are appointed by the Governor of the State of Missouri. The appointed members shall be confirmed by the Senate of the State of Missouri. Appointment of six-the seven voting members-of-the members shall be in accordance with the dictates of § 174.~~453050~~, RSMo.

The appointment of the Student Representative shall be in accordance with § 174.055, RSMo. The Student Regent-Representative shall be permitted to attend closed meetings of the Board, unless excluded in accord with Missouri law. The student shall be enrolled full-time at the University, be a citizen of the United States and a resident of the state of Missouri. The student shall be selected from a panel of three names submitted through the University President to the Governor by the University's president of the Student Government after consultation with the University President. For the purposes of this section, the term "full-time" shall be consistent with the University's definition of full-time status.

Section 1.3 - **Powers and Duties of the Board.** The board shall serve as the governing body of Southeast Missouri State University. It shall select the President of Southeast Missouri State University to serve at the pleasure of the Board and shall hold the President responsible for the University's operation and management, performance, its fiscal accountability, and its compliance with federal and state laws and regulations. The Board may adopt regulations, rules and policies consistent with the University mission, with law, the regulations and rules of the Coordinating Board for Higher Education of the State of Missouri, in order to effectively fulfill its obligation under the law.

The powers granted under Chapter 172 pursuant to Section 174.457, RSMo., Chapter 174 RSMo. shall include, but are not limited to, the power to the following:

1. sue and be sued;
2. complain and defend in all courts;
3. make and use common seal, and to alter the same at pleasure;
- 3.4. take, purchase and to sell, convey and otherwise dispose of land and chattels, and hold real estate, and sell and convey or otherwise dispose of the same; and
4. —condemn and appropriate real estate or other property, or any interest therein, for any public purpose within the scope of its organization, in the same manner and with like effect as is provided in Chapter 523, RSMo, relating to the appropriation and valuation of lands taken for telegraph, telephone, gravel and plank or railroad purposes;
5. make and use a common seal and to alter the same.

●ther powers shall include, but shall not be limited to, the following:

1. Determine and periodically review and adopt the purposes and the mission of the University.
2. Adopt By-Laws, rules, and regulations for the governance of its members, officers, agents, and employees and require adherence to such rules.
3. Establish, review and approve new academic programs or changes to existing

ones.

4. Appoint the President of the Board and any other officers of the Board in accordance with these By-Laws and applicable law.
5. Authorize the granting of diplomas and conferring of degrees based upon the recommendation of the President of the University.
6. Approve the annual budget and tuition and fees, regularly monitor the University's financial condition, and establish policy guidelines affecting all institutional assets, including investments and the physical plant. The budget shall not be modified except with approval of four (4) voting members of the Board.
7. Authorize the construction of new buildings and major renovations of existing buildings.
8. Authorize the incurring of debts by the University and securing thereof by mortgage and pledge of real and personal property, tangible and intangible.
9. Contribute to the University's fund-raising goals and participate actively in strategies to secure sources of support.
10. In the event of vacancy in the position of the President of the University, appoint a special Presidential search committee to submit nominations for candidates to the office in accordance with procedures determined by the Board. If a vacancy occurs, the Board may select an interim President of the University until a new President is selected.

11. Serve actively as advocates for the University in appropriate matters of public policy in consultation with the President of the University and other responsible parties, as the Board shall determine.
12. Periodically assess its own performance, in order to set an example for the University community and to seek ways to strengthen its effectiveness as a corporate body.
13. Approve the Institutional Strategic Plan.
14. Exercise such other authority as from time to time may be conferred upon the Board in accordance and compliance with the applicable laws and regulations of the State of Missouri.
15. Upon conclusion of term of office or earlier resignation of Board members in good standing, the Board of RegentsGovernors may confer the title of Regent Emeritus.
16. To approve the grant of tenure based on the recommendation of the University President.

ARTICLE II

THE REGENTSGOVERNORS

Section 2.11 - Term of Office. The six-seven voting RegentsGovernors shall serve for staggered six year regular terms as provided by law and shall remain in office until their successor is appointed by the Governor of the State of Missouri. The Student Regent Representative appointed will serve a two year term consistent with Section 174.055-1 RSMo. Reappointments and extensions of the six year terms are at the discretion of the

Governor.

Section 2.2 - **Vacancies.** Vacancies shall be filled by the appointment by the Governor of the State of Missouri as appropriate under the law, subject to confirmation of the Senate of the State of Missouri.

Section 2.3 - **Compensation. RegentsGovernors** shall receive no compensation, but may be reimbursed upon request for travel and per diem expenses provided by Missouri law.

Section 2.4 - **Regent Governor Communication & Information.**

- a. Individual Board members have no legal standing or authority to act on behalf of the Board or the University. Only the full Board as a governing body is vested with such authority. The Board President shall not take a position on state or federal legislation without prior consultation of the full Board, and such authorization may be subject to limitations established by the Board.
- b. All requests for information on all issues coming from the Board or from an individual Board member should be made through the Board President, Secretary of the Board or through the University President.
- c. Should any member of the Board of **RegentsGovernors** request access to information maintained by the University, such member shall be entitled to the information requested, except information or records that are protected by confidentiality by federal or state law or that information specifically excluded by a majority vote of all of the members of the Board of

RegentsGovernors. Such request shall be directed to the University President or the Secretary of the Board of RegentsGovernors.

ARTICLE III

OFFICES OF THE BOARD

Section 3.1 - **Offices.** The officers of the Board shall be the Board President, Board Vice President, Secretary and Treasurer. The Board President, and Board Vice President shall be RegentsGovernors and the Secretary and Treasurer of the Board may be recommended by the University President and approved by the Board of RegentsGovernors. The Treasurer shall not be a Board member.

Section 3.2 - **Selection.** The Board shall select its Board President and Board Vice President from the appointed members every two years at the December annual meeting. In the event of a vacancy in either the office of the Board President or Board Vice President, a special meeting will be called as soon as practical to hold an election to fill the vacant position(s). At the election of the Board President and Board Vice President at the annual meeting, the voting for the Board President and Board Vice President shall be by secret ballot to be tabulated and confirmed by the Secretary of the Board, unless otherwise agreed by the Board. In case of a tie, a run-off election will be held immediately between the tied candidates. In the case of an on-going thetie, the Board President will make the final decision of the winning candidate and make the announcement to the Board.

Anyone on the Board may nominate himself or herself for either office, subject to a valid second of the nomination. Except as otherwise provided in these By-Laws,

the incumbents of the Board President and Board Vice President shall each serve for two years beginning January 1st immediately following the election at the December annual meeting.

Section 3.3 - **Term of Office.** Each office of the Board President and Board Vice President will be for a term of two years commencing on January 1st of the succeeding year and ending on December 31st, two years after the election. Each officer may serve two consecutive terms for a total of four years maximum during one appointment period. If an officer's Board term expires on December 31st before their office term expires the following year, a special election will be called as soon as possible to fill the unexpired term of office. Vacancies during a term of office shall be handled as set forth hereinafter.

Section 3.4 - **Vacancy During Term.** In the event a vacancy in the position of Board President or Board Vice President prior to the expiration of the two year term of the incumbent, the vacancy shall be filled as provided in this section.

The Board Vice President then serving, if any, shall fill the vacancy in and succeed to the position of Board President upon a vacancy in that position. If there is no Board Vice President then serving, the Board shall select a successor to serve as Board President. The Board shall elect a new Board Vice President to fill the vacancy in that position. The person filling a vacancy in the unexpired term of the Board President or Board Vice President shall serve for the following period.

- a. If the vacancy occurs during the first six months of the first year of any

two-year term, the person filling the vacancy shall serve for the remainder of the unexpired term.

- b. If the vacancy occurs during the second six months of the first year of any two-year term, the person filling the vacancy shall serve for the remainder of those six months, plus two years beginning on the January 1 first occurring after the vacancy.
- c. If the vacancy occurs in the first six months of the second year of any two-year term, the person filling the vacancy shall serve for the remainder of the second year of the unexpired term, plus one year beginning on January 1 first occurring after the vacancy.
- d. If the vacancy occurs in the second six months of the second year of any two-year term, the person filling the vacancy shall serve the remainder of those six months, plus two years beginning on January 1 first occurring after the vacancy.

In the event that the filling of a vacancy during the unexpired term requires election of a successor, the Board shall elect the successor at a special meeting called by the Board President or Secretary for that purpose or at the next regular Board meeting, which ever occurs first.

A vacancy shall be deemed to occur upon the incapacity, death, resignation or removal of the incumbent. Incapacity (which includes abandonment) shall be deemed to occur when, for any reason and regardless of intent, the incumbent does not or cannot fulfill

the material duties of the position for thirty consecutive days or forty-five days total in any six-month period, unless the Board resolves not to treat such circumstance as a vacancy. Incapacity shall also occur upon the incumbent acknowledgment in writing that he or she intends not to perform or is or will be unable to perform the material duties of the position for at least either of such period of days, unless the Board resolved not to treat such circumstances as a vacancy. Removal shall be deemed to occur upon the exercise of a legal right to remove the incumbent. The Secretary shall notify the RegentsGovernors upon the occurrence of a vacancy. If questioned, the Board's determination, made at a special meeting held for that purpose within fourteen days after the Secretary's notice, shall be binding.

Section 3.5 - **Board President**. The duties of the Board President shall include presiding at all meetings of the Board, calling special meetings of the Board, appointing committee chairs, determining the composition of all Board committees, attesting to actions of the Board and otherwise serving as spokesperson for the Board. The Board President shall perform such duties in consultation with the University's President.

The Board President serves as the Board's official spokesperson for media inquiries regarding Board matters. However, the Board President may delegate this responsibility to another Board member, or to the University President when deemed appropriate. The University President and Board Secretary should be advised of media inquiries received by the Board. The Board President and University President will work jointly to approve

press releases pertaining to Board business matters. However, the full Board will be informed of these releases. In the event of emergency matters, the President of the Board shall have the power to sign contracts on behalf of the University, subject to ratification by the Board.

Section 3.6 – Board Vice President.

~~**Board Vice President.**~~ The duty of the Board Vice President is to act as Board President during the temporary absence, incapacity or disability of the Board President (not meeting the definition of a vacancy) and succeed the Board President in the event of a vacancy during the unexpired term of the Board President. The Board Vice President may or may not be elected to succeed the incumbent at the expiration of the incumbent's full two-year term as Board President.

Section 3.7 – University President.

~~**University President.**~~ The University President shall serve as the Chief Executive Officer of the University. The University President shall be responsible for the operation and administration of the University, including efficient and effective budget and program administration and management leading the University to accomplish its education missions and goals, monitoring educational and financial performance, consulting with the Board in a timely manner on matters appropriate to its policy making and fiduciary functions, and serving as the University's key spokesperson. The University President shall cause to have a board agenda with supporting documentation prepared at least seven (7) calendar days

prior to a scheduled meeting and distributed to the various Board Members. Any Board Member may, prior to the meeting discuss any item on the agenda or request other matters to be added for discussion consistent with these By-Laws. The University President shall have the authority to execute all documents on behalf of the University and the Board consistent with the law, Board policies and the best interests of the University.

Without limiting the generality of the aforesaid authority, the Board delegates the following specific authority to the University President:

- a. To exercise a general superintendence and control, subject to approval of the Board, over all the affairs of the University, and bring such matters to the attention of the Board as are appropriate to keep the Board fully informed in meeting its policy-making responsibility, and such other matters as the Board shall from time to time direct;
- b. Consistent with the express and implied authority arising from his/her responsibility to exercise general superintendence over all the affairs of the University, but subject to any limitations otherwise established by specific policies or action of the Board, the University President is authorized to sign all contracts, construction contracts, purchase orders, matters related to real estate, agreements, applications, reports or other legal documents on behalf of the University, whether with individuals, for-profit or non-profit entities, governmental agencies or departments at the federal, state or local level, or intentional organizations or entities;

- c. To select for employment all administrators, faculty, teachers, non-academic employees, temporary employees and graduate, resident, and other student assistantships and employment;
- d. Approve the employment of all University leaders, defined for this purpose as the members of the President's leadership team and academic deans.
- e. To make all academic appointments, reappointments, rank, promotions, terminations and discipline of all employees subject to the grievance and appeal procedures of the University; to change salaries and assignments of faculty and staff and to accept resignations of employees;
- f. To recommend to the Board all grants of tenure;
- g. To ensure compliance with the standards of regional accreditation;
- h. Exercise oversight of the University's intercollegiate athletic program to ensure compliance with NCAA and conference rules;
- i. To insure the appropriate supervision, direction and organization of all employees of the University;
- j. To be the primary liaison between the University; the Coordinating Board for Higher Education; the Missouri Department of Higher Education; local, state and federal agencies; the General Assembly; and the Governor of the State of Missouri, concerning the affairs of the University;
- k. To prepare and present to the Board for its approval, an annual budget for the operations of the University;
- l. To maintain expenditures of the University in balance with available

revenues or should such occasion arise to recommend the declaration of a financial exigency, and suspension or elimination of programs, or a reduction in force designed to meet such exigency;

- m. To attend all meetings of the Board, so far as his/her duties will permit, but may be excused by the Board if necessary;
- n. To report, at each regular meeting of the Board, upon the progress, condition and needs of the University, and recommend such measures as in his/her judgment will promote the University's interests;
- o. To formulate, establish, and enforce student admission standards;
- p. To approve Business Procedures of the University. Business procedures provide interpretation and implementation of University Business Policies, which have been approved by the Board;
- q. To be the primary spokesperson for the University at public affairs, and media contacts;
- r. To confer all degrees authorized by the Board of [Regents/Governors](#) and recommend to the Board the conferring of honorary degrees;
- s. To delegate, in whole or in part, his/her administrative authority granted under the By-Laws, or Business Policies and Procedures, to such other officers, faculty, and employees of the University as he/she may designate, either by general or specific delegation, with the right to revoke such delegation at any time;
- t. To administer the affairs of the University in accordance with applicable federal, state, and local laws and regulations;

- u. To perform all other acts not herein enumerated which are necessary and reasonable appertaining the administrative functions of the University President.

Section 3.8 - **Secretary**. The Secretary of the Board, nominated by the President of the University and confirmed by a majority of the members of the Board of [RegentsGovernors](#), shall be responsible for giving notice of all meetings of the Board and its committees, setting the agenda and compiling the supporting documents for meetings of the Board in consultation with the President, recording and maintaining the minutes of any Board or committee meeting, including a record of all votes cast, in accordance with Chapter 610 of the Missouri Revised Statutes, executing or attesting to all documents that have been executed by the Board. The President of the University may nominate an Assistant Secretary to perform the duties of Secretary as necessary. The Assistant Secretary shall be confirmed by a majority of the members of the Board of [RegentsGovernors](#).

Section 3.9 - **Treasurer**. The Treasurer of the Board, nominated by the President of the University and confirmed by a majority of the members of the Board of [RegentsGovernors](#), shall maintain the custody of and be responsible for all monies and securities of the university; shall keep a full and accurate accounting thereof showing the financial transactions of the university including its accounts, liabilities, financial conditions, and report of investments; and shall see that expenditures are duly authorized and documented by receipts and vouchers. The treasurer shall deposit all monies received in

the name of the university in the depository authorized by the Board of ~~Regents~~ Governors.

Section 3.10 - **University General Counsel**. The University's General Counsel shall be appointed by the Board to serve at the Board's direction.

ARTICLE IV

COMMITTEES

Section 4.1 - **Committees**. The Board shall establish standing and ad hoc committees, as it deems appropriate to discharge its responsibilities. The President of the Board shall appoint members of the committees and their chairs, except the Executive Committee, which committee shall be composed as set out in Section 4.2. Each committee shall consist of no less than three members. Members of the committee shall hold office until the appointment of their successors. Any vacancies on the standing committees shall be filled by appointment of the Board President.

Section 4.2 - **Executive Committee**. The executive committee shall consist of the Board President, Board Vice President, the University President and Board Secretary. The University President will consult the Executive Committee, when the Board is not in session, for decision-making not specifically designated in these By-Laws when necessary and appropriate. Acting with unanimous agreement of the two voting members of the Board of Regents ~~Governors~~ serving on the Executive Committee, the Committee may ratify: (1) an action that is needed to protect the University's interests, which would be compromised by delay; and (2) an action that is administrative in nature, is necessary for the University's efficient functioning and continued operations, is consistent with the roles and responsibilities

delegated to the University President in Section 3.7 above, and does not compromise any significant interest or prerogative of the Board. The Executive Committee shall not act on matters reserved for the Board of RegentsGovernors outlined in Section 1.3 above. The Executive Committee will inform the full Board of all actions it takes as soon as is practicable after the action is taken. A complete record of all actions of the Executive Committee shall be kept by the Secretary of the Board, and a copy of such record shall be submitted to each member of the Board in advance of the next regular meeting of the Board. Actions of the Executive Committee may be ratified, approved, or modified at the next regular meeting of the Board, but any modification thereof shall be prospective only. If, at its next regular meeting, the Board takes no action on an Executive Committee action, the record of which was submitted to the Board prior to that regular meeting, such action shall be deemed ratified by the Board.

Section 4.3 – Standing Committees. In addition to the Executive Committee, the following are established as permanent, standing committees of the Board of RegentsGovernors:

- a. **Finance and Audit:** This committee shall be charged with overseeing the University's financial condition and all matters related to audit of funds, and ensuring that the University's budget, fee schedule, assets, infrastructure, and financial obligations are aligned with the University's strategic objectives. The Committee shall review the annual budget recommended for approval and the annual audit report. The Finance and Audit Committee will receive information and proposed policies from the University's administration, and discuss and develop

recommendations on specific matters, including, but not limited to, bids, contracts, budgets, and other related matters for consideration by the Board as a whole.

- b. **Academic and Student Engagement:** This committee shall be charged with overseeing the University's strategic initiatives including, without limitation, the University's academic and co-curricular programs and offerings. The Academic and Student Affairs Committee will be responsible for considering, reviewing, and reporting to the Board all relevant issues regarding academic or student affairs and make recommendations for consideration by the Board as a whole.

Section 4.4 - **Ad Hoc Committees.** Ad Hoc committees shall be appointed by the Board President upon authority of the Board with such powers and duties and period of services as the Board President may determine providing that no Ad Hoc committee shall be created to act upon any matter appropriate to be acted upon by a standing committee. The officer of any Ad Hoc committees, shall be appointed by the Board President and shall perform their duties in consultation with the University President.

Section 4.5 – **Committee Meetings.**

- a. Meetings of Board committees will be held as determined by the Committee chair. All such meetings will be held in compliance with Chapter 610, RSMo, the Sunshine Law, as now existing or thereafter amended.
- b. With the exception of the Executive Committee, committees shall be non-voting except that a committee may (i) vote to close its meetings by an affirmative public vote of a majority of a quorum of the committee as authorized by the Sunshine Law; and (ii) vote to make a recommendation to the

entire Board by an affirmative vote of a majority of a quorum as authorized by the Sunshine Law.

- c. Committees are intended to provide an opportunity for members of the administration and Board of [Regents Governors](#) to engage in review and analysis that would normally not be practical within the constraints of a meeting of the Board as a whole, and will thus serve to both expedite and facilitate the meeting of the Board as a whole.
- d. Committees may convene in-person, by telephone or electronically via web-based or some other tele-conference capability.
- e. A quorum of any Committee for the conduct of business shall be majority of members then serving on the Committee, and any Committee so convened may act by majority vote of the members in attendance, if such vote is undertaken in accordance with Section 4.5(b) above.

ARTICLE IV

MEETINGS

Section 5.1. – **Meetings.** All meetings of the Board and its committees shall be open to the public at all times, and no resolution, regulation, or formal action shall be considered binding except as taken or made at such meeting in accordance with Missouri law unless the matter being discussed falls within the provisions of law allowing closed sessions. At the discretion of the Board President, any member of the Board may participate in any meeting by teleconference or other technology allowing all participants in the meeting to hear and be heard by one another and allow the public attending the

meeting to hear all participants.

Section 5.2 - **Annual Meeting.** The meeting in December in conjunction with the winter commencement program shall be the annual meeting of the Board of RegentsGovernors.

Section 5.3 - **Regular Meetings.** The Board shall meet at least one (1) time per quarter. The meeting in May in conjunction with the spring commencement program will always be a scheduled regular meeting. Other meetings may be scheduled as required by the Board and the University President.

Section 5.4- **Special Meetings.** Special meetings of the Board may be held at the call of the Board President, the University President or upon request of three RegentsGovernors. The University President or his/her Secretary shall send written notice of such special meeting to all RegentsGovernors, along with a statement of the purpose of the meeting, at least 72 hours in advance. No matter may be considered at a special meeting that is not included in the call of that meeting, except by an affirmative vote of the majority of the RegentsGovernors at the meeting.

Section 5.5 - **Quorum.** A quorum for the conduct of business of the full Board shall consist of four RegentsGovernors. A quorum having been established, no business shall be transacted without a majority vote of all RegentsGovernors present, except as otherwise provided by these By-Laws.

Section 5.6 - **Rules of Procedure.** Except as modified by these By-Laws or any other specific resolution, the rules of policy enacted by the Board, Robert's Rules of Order, newly revised, as in effect at the time, shall constitute the rules of parliamentary procedure

applicable to all meetings of the Board and its committees.

Section 5.7 - **Agenda and Proceedings.**

- a. Agenda Preparation and Distribution: In the preparation and handling of the agenda for Board meetings, the President of the University and the President of the Board, in conjunction with the Board Secretary, shall prepare an agenda for each regular meeting. The agenda shall be distributed to Board members with the Notice of the meeting. A copy of the agenda shall also be placed in a prominent location in the room where the Board meeting is to be held so that it will be accessible to members of the public in attendance at the meeting.

- b. Requests for Agenda Placement: Other than Board Members: Individuals other than Board members may request the Board to place an item on the agenda of any regular meeting by filing a written request with the Board Secretary no less than thirty (30) calendar days prior to the meeting date at which the matter is requested to be considered. The request shall be accompanied by a written summary of the subject matter of the proposed agenda topic describing the relevance of the topic, as well as providing any supporting documentation which the individual making the request believes is pertinent to and will assist the Board in its deliberations concerning the request. The Board Secretary shall forward the request to the President of the Board and to the President of the University. The President of the Board shall

determine whether the item shall be placed on the agenda or referred to the administration for disposition. If the item is not placed on the agenda, the Board Secretary shall notify the Requestor of the disposition of the request at the next regularly scheduled Board meeting.

- c. Requests for Agenda Placement, Board Members: Board members may request an item to be placed on the agenda by submitting a written request with the Board Secretary at least ten (10) calendar days prior to the meeting of the Board, subject to the same procedure applicable to non-Board members above. Board members shall not ask matters to be considered on the agenda at a convened session under the item of new business unless the majority of the Board members approve such request.
- d. Consent Agenda: Items shown on the established agenda for a meeting of the Board may be placed upon a consent agenda whereby all items placed thereon are approved by summary action of the Board. Items may be placed on the consent agenda by the President of the Board, the President of the University, or the Chairperson of any committee of the Board electing to place such items on the consent agenda, provided the same is accomplished no less than twenty-four (24) hours prior to the meeting of the Board, and that the Board Secretary shall present such consent agenda to the members of the Board immediately prior to the convening of the meeting, provided, however, that any member of the Board may remove any item from the consent agenda by

notifying the President of the Board of the election to remove the item any time prior to a vote being taken on the consent agenda. The consent agenda requires approval by a vote of the majority of the Board in attendance for passage and adoption of each item on the consent agenda.

- e. Open Meetings Requirement: All meetings and notices of meetings of the Board, or committees appointed by and which report to the Board, shall conform to the Missouri Open Meetings statute, and to the policy for open and closed meetings adopted by the Board in compliance with said statute.
- f. Closed Meetings: The Board, upon majority vote at any duly constituted meeting thereof, may close to the public its deliberations, records and vote concerning any of the following matters:
 - i. Legal actions, causes of action, or litigation, leasing, purchase or sale of real estate where public knowledge of the transaction might adversely affect the consideration therefore;
 - ii. Any proceedings involving physical or mental health, scholastic probation, expulsion or graduation, or deliberations relating to the hiring, evaluation, firing, discipline or promotion of personnel employed by the University; and
 - iii. All other deliberations, records or votes as authorized by the Missouri Open Meetings statute, § 610.021, RSMo.
- g. Right to Control: The President of the Board shall retain the authority to

control the order of the meeting.

Section 5.8 - **Appearances Before the Board.** Individuals or representatives of the groups who desire to appear before the Board regarding any item being considered on a meeting agenda of the Board of [RegentsGovernors](#) must submit their request to the Secretary of the Board, One University Plaza, Cape Girardeau, Missouri 63701, specifying the agenda item about which they wish to speak. Such a request, along with the requestor's name and contact information, any group or faction representative, and any supporting documentation, must be submitted at least three working days prior to the start of the meeting. The University President, in consultation with the Board President and complying with law, shall determine whether the item will be heard and when, (at what meeting and when on the agenda) it will be heard, and may require a representative of a group or faction if many members request to be heard. There will be no more than a five-minute time limit on any presentation; the aggregate time of all public comments of the meeting need not exceed 15 minutes. The Board President or the University President may decline to hear any matters determined by the University President and Board President not relating to a particular agenda item or that is outside the Board's jurisdiction, or because it is not practicable for a particular meeting.

ARTICLE VI

MISCELLANEOUS

Section 6.1 - **Conflict of Interest Policy.** [RegentsGovernors](#) stand in a fiduciary relationship to the University. Therefore, [RegentsGovernors](#) shall act in good faith,

with due regard for the University, and shall comply with the fiduciary principles and Missouri law. The Board shall adopt a written Conflict of Interest Policy, to be included in the Board Operating Procedures or other policies, which shall be reviewed periodically and revised as necessary.

- a. Business, Financial or Property Interests: A Regent-Governor shall avoid entering into or maintaining any business or financial interests, transactions, acquisition or sale of property interests which are or may be in conflict with those of the University; or,
- b. Disclosing Confidential Information: A Regent-Governor shall refrain from using confidential information obtained in their capacity as a Regent Governor in any manner with intent to result in financial gain for himself or any other person, or any business with which he is associated. Confidentially, as determined by the Board and as provided by law, shall apply to all members and representatives on the Board; or
- c. Contracts: A Regent-Governor shall avoid any interest, direct or indirect, in any contract for the purchase of land, buildings, supplies or services for the University; or,
- d. Gifts: A Regent-Governor shall not accept gifts or benefits from any person holding contracts for supplies or services to the University, or from any bidder on contracts for such services or supplies. However, this provision shall not apply to acceptance of gifts, benefits, gratuities, amenities, or favors

based on obvious family, friendship, or personal relationships where the circumstances make it clear that it is those relationships rather than the business of the University, which are the motivating factors; or

- e. Family or Associates Relationships: A Regent-Governor shall avoid all appearances of impropriety in all actions, and particularly should not allow conduct, or judgments or actions to be influenced by family or associates relationships. The term "family" is defined as spouse, parents, grandparents, siblings, children, aunts and uncles or others living in the Regent's-Governor's household. The term "associates" is defined as any organization, corporation, partnership, or joint venture in which the Regent-Governor is an officer, director, employee, member, partner, trustee, controlling stockholder or consultant; or
- f. Political Considerations: The Board of RegentsGovernors is not a political forum. Therefore, a member of the Board shall avoid any comment or action in connection with University affairs, which might reasonably be perceived as an attempt to advance or enhance any political party, political cause, or political aspirations of any person. If any conflict exists between the statute and these By-Laws, or policy resolutions of the Board, the statute shall be controlling.

Section 6.2 - **Indemnification**. Whenever any civil (including administrative) or criminal action or threat of action has been asserted against a current or former Regent Governor or President for any act or omission arising out of and in the course of the

performance of his or her University duties and responsibilities, the University shall defray all costs of defending such action or threat of action, including reasonable attorney fees and expenses together with costs of appeal and shall save harmless and protect such person from any financial loss resulting from the performance of his or her duties and responsibilities unless:

- a. Indemnification prohibited by law, or
- b. The Board determines by vote of at least 2/3's of its members then serving that said individual acted in bad faith or willful misconduct. Claims based on such actions or omissions may be settled prior to, during or after the filing of the suit or commencement of other formal process thereon.

Section 6.3 - **Limitation of Liability**. The Board is a public body corporate primarily acting as an instrumentality or agency of the state pursuant to Missouri law for purpose of sovereign immunity.

Section 6.4 - **Attendance**. To promote the effectiveness of the Board's functioning, all [RegentsGovernors](#) shall attend all meetings of the Board; provided, however, that when necessary, such attendance may be by electronic, real-time participation (e.g. conference call, Skype, Zoom, or like interactive audio/video linkage). The Board President may excuse a Board member from attendance, and members shall advise the Board President and Board Secretary of their request for such an excused absence as soon as they are aware of an impending scheduling conflict. If the Board President refuses to excuse a Board member from attendance, a majority vote of the remaining members of the Board in attendance may

excuse a Board member from attendance of a meeting after the Board member requests to be excused for unforeseen circumstances. A Board member missing three consecutive meetings, without good cause or excuse, may be sanctioned pursuant to these By- Laws.

Section 6.5 - **Interference with Administration.** The Board of RegentsGovernors shall deal with University Vice Presidents, Directors and Employees who are subject to the direction and supervision of the University President or his/her subordinates solely through the University President, and neither the Board or its members shall give orders to any such Vice President, Director or Employee, either publicly or privately.

Section. 6.6 - **Amendments.** These By-Laws may be amended at any regular meeting of the Board by the affirmative vote of no less than 2/3's of the members of the Board then serving, provided that notice of any proposed amendment, including a draft thereof, shall be filed in writing with the Secretary and a copy of the draft shall be mailed to each Regent-Governor at least ten days prior to the meeting to which the amendment is to be voted on.

Section 6.7 - **Suspension of Operating Procedures.** Any provision of these By-Laws may be suspended in connection with consideration of a matter before the Board by an affirmative vote of not less than 2/3's of the members of the Board then serving.

Section 6.8 - **Proxies.** The use of proxies for purposes of determining a quorum for voting, or for other purposes, is prohibited.

Section 6.9 - **Regent-Governor Oath and Sanctioning.** Each member of the Board of RegentsGovernors is required to take an oath to discharge faithfully, impartially, honestly, and to the best of his or her abilities the duties of the Regentoffice of Board of Governors member.

Any Regent-member of the Board may be sanctioned upon the affirmative unanimous

vote of all voting RegentsGovernors of the Board then in office, excluding the Regent-Governor proposed for sanctioning (the "Subject RegentGovernor"), at any regular or special meeting of the Board called for that purpose. Sanction may be appropriate for conduct detrimental to the University, unexcused absences from three (3) consecutive meetings of the Board of RegentsGovernors, lack of sympathy with its objectives, or refusal to render reasonable assistance in carrying out the University's purposes. A Subject Regent-Governor shall be entitled to written notice at least five (5) days before the meeting at which such sanction is to be voted on. He or she shall be entitled to appear before and be heard at such meeting. After a unanimous vote of the members of the Board, excluding the subject RegentGovernor, the President of the Board joined by the President of the University shall send a letter to the Governor of the State of Missouri recommending removal of the subject Regent-Governor from the Board and requesting action to replace the subject Regent Governor immediately.

These Amended and Restated By-Laws of the Board of Governors of the University shall be and become effective on February 25, 2022. All former By-Laws of the Board are hereby repealed. These By-Laws, as adopted, and from time to time, amended, shall be known and cited as Board By-Laws of Feb. 2022. adopted this 1 day of _____, 2021 by the Board of Regents of Southeast Missouri State University.

EDWARD P. GARGAS, PRESIDENT
Board of Regents, Southeast Missouri State University

ATTEST:

SECRETARY: CHRISTOPHER R. MARTIN

Jennifer Tenholder

Phone: (314) 239 - 8630 | Email: jtenholder435@gmail.com | LinkedIn: linkedin.com/in/jennifertenholder

EDUCATION

Southeast Missouri State University | Cape Girardeau, MO May 2022
 Bachelor of Science in Cybersecurity GPA: 4.0 / 4.0
Minor(s): Computer Networking and Computer Science

WORK EXPERIENCE

St. Louis Federal Reserve Bank | St. Louis, MO June 2021 – Present
IT Information Security Intern

- Developed a process for auditing non-standard software applications installed on devices throughout the system
- Conducted an analysis on attempted phishing attacks to be used in developing appropriate educational materials
- Analyzed the DLP blocks for the IT division to ensure employees received adequate permissions
- Provided technical solutions to accessibility concerns on the Federal Reserve's primary economic data source

St. Louis Federal Reserve Bank | St. Louis, MO June 2020 – August 2020
Treasury TTS Intern

- Used personal programming and computing skills to develop Robotic Process Automations (RPA's)
- Collaborated with team members through pair-programming processes
- Conducted independent research on the security features/principles in Blue Prism and in machine learning
- Accomplished goals using multiple sprints in accordance with the Agile methodology

Southeast Missouri State University | Cape Girardeau, MO September 2019 - Present
Senior Ambassador

- Facilitate the arrival process by providing potential students with the materials they require
- Assist inquiring parties with scheduling campus visits as well as applying to the university
- Coordinate visits to the campus with various Admissions staff members and Student Ambassadors
- Conduct presentations about the university to potential students

INVOLVEMENT

Collegiate Cyber-Defense Competition Team August 2019 – Present
Team Captain

Cyber-Defense Club (Collegiate Cyber-Defense Team) August 2019 - Present
Vice President

Jane Stephens Honor Program August 2019 – Present
Honors Council – Chairperson

Southeast Missouri State Presidential Staff April 2021 - Present
Presidential Ambassador

VOLUNTEER EXPERIENCE

FIRST Robotics	Collaborated with other volunteers in order to create a competition environment that is conducive to learning and gracious professionalism
Human Society of Southeast Missouri	Worked with a team of employees to ensure that animals are properly cared for and ready to be adopted

AWARDS AND RECOGNITIONS

Southeast Missouri State Dean's List December 2019, May 2020, December 2020, May 2021, December 2021
 Southeast Missouri State President's List December 2020, May 2021, December 2021
 Emily York Admissions Achievement Award September 2021
 Southeast Missouri State President's Scholar May 2019
 Missouri Mathematics and Science Coalition Award May 2019
 NCWIT Aspirations in Computing Award April 2018, 2019



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Authorize and approve a new BS degree in Respiratory Therapy.

II. Background:

Justification: The current workforce favors respiratory therapists who have a bachelor's degree in the field compared to an associate's degree. Individuals possessing a bachelor's degree in respiratory therapy may be considered more qualified to obtain supervisory positions at clinics, hospitals, respiratory care centers, sleep disorder treatment centers, and long-term facilities. The transition to a bachelor's degree is also in anticipation of accreditation standards changing to require a bachelor's degree in 2030. The advanced degree also benefits health care facilities and allows them to better cover costs associated with respiratory care. The BS allows many health care facilities to apply a higher multiplier and be reimbursed by insurance (including Medicare/Medicaid) at a higher rate than an associate's prepared respiratory therapist (RT).

Need: According to EMSI, there were 334 employers who posted a job for a respiratory therapist in Missouri within the last 12 months resulting in 4,768 unique job postings. The median posting duration for these job posts was 31 days which is 5 days longer than the statewide average. Not surprisingly, the number of job postings has increased sharply over the last 12-18 months, likely reflecting increased demand during the COVID-19 pandemic.

Program Summary: The BS in Respiratory Therapy will be offered in partnership with the Cape Girardeau Career & Technology Center (CTC). Students will complete all general

Recommended By:

Student Government _____
 Faculty Senate _____
 Administrative Council _____
 VP, Enroll. Man. & Stu. Suc. _____
 VP, Finance & Admin. _____
 VP, University Advancement _____

Chairperson _____
 Dean _____
 Academic Council _____
 Provost _____
 President _____

Board Action on: _____
 Motion By: _____
 Second By: _____
 Vote: Yeas: _____ Nays: _____
 Abstentions: _____

Postpone: _____
 Amend: _____
 Disapprove: _____
 Approve: _____
 Secretary: _____ 1 1

education, along with other health focused courses at Southeast Missouri State University and the RT courses through the CTC. The Bachelor of Science will be granted by Southeast Missouri State University. The program will seek to continue accreditation through the Committee on Accreditation of Respiratory Care Programs (CoARC) and require 120 credit hours.

BS Respiratory Therapy	Projected Enrollment Fall 2022	Projected Enrollment Fall 2023	Projected Enrollment Fall 2024	Projected Enrollment Fall 2025	Projected Enrollment Fall 2026
	24	48	72	96	96

BS Respiratory Therapy	Anticipated Degrees Awarded 2022-2023	Anticipated Degrees Awarded 2023-2024	Anticipated Degrees Awarded 2024-2025	Anticipated Degrees Awarded 2025-2026	Anticipated Degrees Awarded 2026-2027
	0	0	0	24	24

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below. Qualifications of performance goals should be included wherever possible.

If you need more than one line of text to answer questions 1–5, please attach a Word .doc.

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

A grade of C or higher in BA113/013, CH181, and RT 100, and an overall 2.5 GPA.

- Characteristics of a specific population to be served, if applicable.

N/A

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

Faculty teaching RT courses must be licensed Respiratory Therapists

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term “full time faculty” (and not FTE) in your descriptions here.

80%

- Expectations for professional activities, special student contact, teaching/learning innovation.

No additional expectations beyond normal per university policy and guidelines. Must maintain RT licensure

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.

96 (Can admit 24 each year/cohort with an allowable 10% increase without notifying accrediting body)

- Percent of full time and part time enrollment by the end of five years.

100% full time

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
FULL TIME	24	48	72	96	96
PART TIME					
TOTAL	24	48	72	96	96

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.

Three - 0; Five - 24

- Special skills specific to the program.

No specific skills beyond programmatic requirements

- Proportion of students who will achieve licensing, certification, or registration.

100%

- Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

No national assessments are required for the completion of the program. Licensure is required for employment

- Placement rates in related fields, in other fields, unemployed.

100% placement is expected

- Transfer rates, continuous study.

5%

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale

Committee on Accreditation of Respiratory Care Programs (CoARC)

E. Free elective credits: _____
(sum of C, D, and E should equal A)

F. Requirements for thesis, internship or other capstone experience: Clinical Experience as required _____

G. Any unique features such as interdepartmental cooperation: _____

7. Need/Demand

Student demand

Market demand

Societal need

I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.

COLLABORATIVE PROGRAMS

Sponsoring Institution One: Southeast Missouri State University _____

Sponsoring Institution Two: Cape Career & Technology Center _____

Other Collaborative Institutions: _____

Length of Agreement: _____

If you need more than two lines of text to answer questions 1–5, please attach a word .doc.

1. Which institution (s) will have degree-granting authority?

Southeast Missouri State University

2. Which institution (s) will have the authority for faculty hiring, course assignment, evaluation and reappointment decisions?

Southeast Missouri State University and Cape Career & Technology Center

3. What agreements exist to ensure that faculty from all participating institutions will be involved in decisions about the curriculum, admissions standards, exit requirements?

General Education guidelines by the State of Missouri and CoARC requirements.

4. Which institution(s) will be responsible for academic and student-support services, e.g., registration, advising, library, academic assistance, financial aid, etc.?

Southeast Missouri State University and Cape Career & Technology Center

5. What agreements exist to ensure that the academic calendars of the participating institutions have been aligned as needed?

First two years of program will be conducted at the Main Campus at Southeast Missouri State University, following one academic calendar. The second two years of the program will be conducted at the Cape Career & Technology Center, following one calendar.



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Authorize and approve the title change from BA in Communication Studies to BA in Communication and approve the deletion of the current Options: 1) Relational Communication & Rhetoric, 2) Public Communications

II. Background:

Justification: This proposal includes a curriculum that emphasizes message construction, adaptation and comprehension, effective interpersonal interactions, critical thinking and qualitative inquiry, presentational skills and public speaking, visual and informational literacy, and communication ethics, all of which are in demand from students and employers. The proposed degree streamlines course options available to students in the current degree, will create a clearer path to degree completion, should reduce low course enrollment numbers, help reduce the need for course substitutions, and improve efficiency in scheduling.

Need: Employers consistently list communication competence, "soft skills," and the ability to understand and engage in the global marketplace in their most desired skills.

Program Summary: Merging the two options in Communication Studies into one program strengthens the coherence and applicability of career possibilities for students who choose Communication as their major. The program will continue to require 120 credit hours for completion.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____

President _____

Board Action on: _____
Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

Current: BA in Communication Studies

- Options: 1) Relational Communication & Rhetoric
- 2) Public Communications

Proposed: BA in Communication

Options: None

BA in Communication Studies	Enrollment Fall 2017	Enrollment Fall 2018	Enrollment Fall 2019	Enrollment Fall 2020	Enrollment Fall 2021
Rhetoric and Public Communication	0	0	2	8	13
Relational Communication	0	0	0	3	6
Communication Studies (no option declared)	32	41	28	8	2
Total	32	41	30	19	21

BA in Communication Studies	Degrees Awarded 2016-2017	Degrees Awarded 2017-2018	Degrees Awarded 2018-2019	Degrees Awarded 2019-2020	Degrees Awarded 2020-2021
Rhetoric and Public Communication	0	0	0	0	0
Relational Communication	0	0	0	0	0
Communication Studies (no option declared)	14	13	17	15	7
Total	14	13	17	15	7



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Authorize and approve the change of the BS in Interior Design to a Bachelor of Fine Arts (BFA) in Interior Design.

II. Background:

Justification: As part of the program prioritization process, the transition of Interior Design from a BS to a BFA better aligns the degree with other degrees and disciplines within the Holland College of Arts & Media. It is anticipated that these changes will increase enrollment and the marketability of the program while better aligning it with accreditation requirements and competing programs (see Table 3).

Need: The BFA is a professional degree with intensive study in interior design. Earning this type of professional degree will benefit students when seeking employment in the interior design industry. It is anticipated that employers will be more likely to hire graduates with a BFA professional degree. Additionally, the proposed changes will benefit students who take the Council for Interior Design Qualifications' (CIDQ) interior design certification exam. According to CIDQ, certified interior designers earn an estimated \$10,000 more than non-certified interior designers and employers are more likely to hire certified designers.

Program Summary: Total credit hours required will remain at 120. The curriculum has been redesigned to include a 15-hour art and design foundation core. These curricular changes have reduced duplication of courses between Art & Design and Interior Design and improves compliance with accreditation standards.

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____
President _____

Board Action on: _____
Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

Current: BS in Interior Design

Proposed: BFA in Interior Design

Table 1.

BS in Interior Design	Enrollment Fall 2017	Enrollment Fall 2018	Enrollment Fall 2019	Enrollment Fall 2020	Enrollment Fall 2021
	51	50	50	50	56

Table 2.

BS in Interior Design	Degrees Awarded 2016-2017	Degrees Awarded 2017-2018	Degrees Awarded 2018-2019	Degrees Awarded 2019-2020	Degrees Awarded 2020-2021
	2	7	6	11	12

Table 3.

BS in Interior Design (current)	BFA in Interior Design (proposed)
Curriculum	
120 credit hours <ul style="list-style-type: none"> • CIDA accredited • NASAD accredited • Fewer art courses 	120 credit hours <ul style="list-style-type: none"> • CIDA accredited • NASAD accredited • New art/design foundation core • Eliminates overlap in art/design courses • Allows for integration and collaboration with art and design students • Improves compliance with accreditation standards <ul style="list-style-type: none"> ○ During the 2016 CIDA accreditation visit, several weaknesses were noted within the “space and form” standard, which relates to 2D and 3D design work. The new BFA curriculum includes AR 104: 2D design, AR 106: 3D design, and AR 180: Introduction to Design Technology. ○ It is anticipated that the addition of these art and design courses will strengthen the student work within this CIDA accreditation standard.

Table 3. (continued)

Department and College Alignment	
<p>This BS degree was part of the Department of Human Environmental Studies in the College of Health and Human Services prior to the 2018 reorganization</p>	<p>A BFA aligns better with the newly formed Department of Art + Design and Holland College of Arts & Media</p> <ul style="list-style-type: none"> • A BFA aligns better with the NASAD accreditation standards and the new statewide mission as a campus dedicated to the visual and performing arts • A BFA aligns better with the proposed interior design curriculum due to large percentage of art/design content (BFA 65% major content; BA/BS 45% major content)
Career Outcomes	
<p>Viewed as a “liberal arts” degree by art and design professionals (generally 45% art and design major content)</p> <ul style="list-style-type: none"> • Employers interviewing graduates with a BS may hire a student with a BFA instead if they view this as a more professional degree 	<p>Viewed as a “professional degree” by art and design professionals (contains at least 65% art and design major content)</p> <ul style="list-style-type: none"> • Employers who review applicants with BFA degrees can be assured that the student has completed a professional degree with a large percentage of art/design content, unlike a BS degree where the art/design content may be less than 65% • A BFA aligns better with competitors in the state of Missouri <ul style="list-style-type: none"> ○ UCM; CIDA/NASAD; BFA degree ○ Maryville University; CIDA/NASAD; BFA degree • Having a BFA degree would allow SEMO graduates to have an equal opportunity in the job search process (CIDA/NASAD; BFA degree)

PROGRAM CHARACTERISTICS AND PERFORMANCE GOALS

Although the following guidelines may not be applicable to the proposed program, please carefully consider the elements in each area and respond as completely as possible in the format below.

Qualifications of performance goals should be included wherever possible.

If you need more than one line of text to answer questions 1–5, please attach a Word .doc.

1. Student Preparation

- Any special admissions procedures or student qualifications required for this program which exceed regular university admissions, standards, e.g., ACT score, completion of core curriculum, portfolio, personal interview, etc. Please note if no special preparation will be required.

There are no special admission requirements.

- Characteristics of a specific population to be served, if applicable.

No specific characteristics.

2. Faculty Characteristics

- Any special requirements (degree status, training, etc.) for assignment of teaching for this degree/certificate.

Degree requirements are based on HLC faculty qualification criteria and accreditation requirements.

- Estimated percentage of credit hours that will be assigned to full time faculty. Please use the term “full time faculty” (and not FTE) in your descriptions here.

100%

- Expectations for professional activities, special student contact, teaching/learning innovation.

Typical expectations of all faculty related to teaching, scholarship and service

3. Enrollment Projections

- Student FTE majoring in program by the end of five years.

72

- Percent of full time and part time enrollment by the end of five years.

97% full time, 3% part time

STUDENT ENROLLMENT PROJECTIONS

YEAR	1	2	3	4	5
FULL TIME	55	58	62	66	70
PART TIME	1	1	1	2	2
TOTAL	56	59	63	69	72

4. Student and Program Outcomes

- Number of graduates per annum at three and five years after implementation.

18 after three years; 20 after five years

- Special skills specific to the program.

None.

- Proportion of students who will achieve licensing, certification, or registration.

10%

- Performance on national and/or local assessments, e.g. percent of students scoring above the 50th percentile on normed tests; percent of students achieving minimal cut-scores on criterion-referenced tests. Include expected results on assessments of general education and on exit assessments in a particular discipline as well as the name of any nationally recognized assessments used.

Certification exam is not required at the time of degree completion.

- Placement rates in related fields, in other fields, unemployed.

98%

- Transfer rates, continuous study.

5%

5. Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide a rationale

The current BS in interior design is CIDA and NASAD accredited. These will be maintained with the BFA.

- E. Free elective credits: None
(sum of C, D, and E should equal A)
- F. Requirements for thesis, internship or other capstone experience: 3 credits in internship required
- G. Any unique features such as interdepartmental cooperation: NA

7. Need/Demand

- Student demand
- Market demand.
- Societal need
- I hereby certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful.

On July 1, 2011, the Coordinating Board for Higher Education began provisionally approving all new programs with a subsequent review and consideration for full approval after five years.



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Authorize and approve the name change of the minor in Graphic Communications Technology to a minor in Interactive Design Technology.

II. Background:

Justification: As part of the program prioritization process, the BS in Commercial Multimedia Graphics was merged into the BFA in Art. To better align with those changes and meet the changing needs of the student population, program course content has been realigned to match National Association of Schools of Art & Design (NASAD) and industry standards. Course content and titles are updated to meet the accreditation changes and better prepare students for meeting industry demands.

Need: The minor fills a needed gap for degree programs in Mass Media, Business, and many other areas. Continued offering of this minor with updated content will give these students the skills beyond their degree that will set them apart when applying for industry related positions, pursuing entrepreneurial opportunities, or continuing to graduate programs.

Program Summary: Total credit hours required will remain at 15. The proposed structure and course changes will ensure students are remaining current in a rapidly changing discipline.

Current: Minor in Graphic Communications Technology

Proposed: Minor in Interactive Design Technology

Recommended By:

Student Government _____
Faculty Senate _____
Administrative Council _____
VP, Enroll. Man. & Stu. Suc. _____
VP, Finance & Admin. _____
VP, University Advancement _____

Chairperson _____
Dean _____
Academic Council _____
Provost _____
President _____

Board Action on: _____
Motion By: _____
Second By: _____
Vote: Yeas: _____ Nays: _____
Abstentions: _____

Postpone: _____
Amend: _____
Disapprove: _____
Approve: _____
Secretary: _____

Minor in Graphic Communications Tech.	Enrollment Fall 2017	Enrollment Fall 2018	Enrollment Fall 2019	Enrollment Fall 2020	Enrollment Fall 2021
	23	23	23	23	24

Minor in Graphic Communications Tech.	Minors Completed 2016-2017	Minors Completed 2017-2018	Minors Completed 2018-2019	Minors Completed 2019-2020	Minors Completed 2021
	4	7	7	7	9



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by degrees®

PUBLIC
INDEPENDENT

PROGRAM CHANGE REQUEST FOR STAFF REVIEW

Name of Institution:

Southeast Missouri State University

- Title or CIP change
- Combination program created out of closely allied existing programs
- Add option to existing program
- Add certificate program (from approved existing parent degree or stand-alone) *attach curriculum

Before the Proposed Change			After the Proposed Change		
Title of Old Program/Certificate	Degree	CIP Code	Title of New Program/Certificate	Degree	CIP Code
Communication Studies: Relational Communication Option and Rhetoric and Public Communication Option	B.A.	09.0101	Communication	B.A.	09.0101

Attach a copy of the "before and after" curriculum, as applicable

- Delete program
- Delete option
- Place program on inactive status

Click here to enter text.	Click here to enter text.	Click here to enter a date.
Name of program/certificate/option	Degree type and CIP code	Date to delete or inactivate

- Change of address
- Closed location
- Existing Program, New Site

Click here to enter text.

Enter address change, address of closed location or Program Title, Degree Level, CIP and mode of delivery of previously approved program to be added to a new site.

List sites where changes on this form should be applied (such as main campus, all off-site locations, etc.)

Click here to enter text.

AUTHORIZATION

Click here to enter text.	Click here to enter a date.
Name/Title of Institutional Officer	Date

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
ACADEMIC & STUDENT ENGAGEMENT COMMITTEE
HELD ON THE
NINTH DAY OF DECEMBER 2021**

The Academic and Student Engagement Committee for the Board of Governors of Southeast Missouri State University convened on Thursday, December 9, 2021, at approximately 9:00 a.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairman Mr. Phillip M. Britt called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. Vivek Malik, and Ms. Lauren Kohn, Student Representative to the Board of Governors. Governor Britt welcomed those in attendance and outlined the agenda for the meeting for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Mike Godard, Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; and Mr. Christopher R. Martin, Board Secretary. Governor Britt presided.

The first order of business included a review of minutes from the Committee's September 16, 2021 meeting. The minutes were approved.

The Committee then reviewed changes to the Committee Charter. After discussion the Committee agreed to adopt the Charter and recommend approval to the full Board of Governors at its December 17, 2021 meeting.

The remainder of the Committee included a work session with Provost Godard and Vice President Below regarding the proposed agenda for the December 17 Board of Governors meeting and items pertinent to the Committee. Items reviewed included proposed Academic Program Changes in areas such as public health, human and environmental studies, family enterprise management, the MBA program and entrepreneurship, healthcare management, industrial management and environmental options, and mass communications. There was no objection from the Committee about advancing the proposed changes to the full Board of Governors for consideration.

After a review of items pertinent to the Committee, members then briefly reviewed other items on the proposed December 17 agenda. Specifically, the recommendation to approve a new Strategic Action Plan, and approval of the annual audit. Chairman Britt also offered some brief comments regarding conferral of degrees and noted that given its routine nature, it would be included on the December 17 Consent Agenda, rather than under the Committee's business. There was no objection to this approach.

Prior to adjournment, University President shared an update on an existing University partnership with Mid-America Transplant and Chairman Britt shared some comments concerning

the Malden Regional Campus building and asked that the University contact Malden City Officials to ensure contact information for the building/University is up to date in the event of an emergency and City Officials needs to reach someone.

The meeting concluded at approximately 9:37 a.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors



BOARD OF GOVERNORS MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Approve the proposed fiscal year (FY) 2023 Residence Life room and board rates, effective fall 2022.

II. Background:

For FY23, the proposed increase in the average room rate is 2.80 percent and a new semester block plan rate structure is proposed for meal plans. Using the Block 130 with \$743 flex plan, which is anticipated to be the most popular plan, there is no change to the average room and board rate paid by students.

The room and board rates reflected in this motion were prepared in coordination with the University's Budget Office. The proposed rates, projected occupancy and planned operations have resulted in an FY23 balanced budget that will be presented at a future Board of Governors meeting.

Room Rates

The Residence Life system is comprised of 21 residential buildings including 12 residence halls, a five building Group/Greek Housing community, and four buildings in the Greek Village that are leased to fraternity housing corporations. Nine of the 12 residence halls are currently occupied.

For many students, a private room is the desired living environment. To meet this demand both private rooms and design single rooms are available. Students can contract a room in any residence hall as a private room, providing space is available, at a rate that is 1.5 times the rate of a double occupancy room. Additionally, to meet growing demand for private rooms, the

Recommended By:

Student Government, Faculty Senate, Administrative Council, VP, Enroll. Man. & Stu. Suc., VP, Finance & Admin., VP, University Advancement, Chairperson, Dean, Academic Council, Provost, President

Board Action on: Postpone, Amend, Disapprove, Approve, Secretary, MotionlBy, Second By, Vote: Yeas, Nays

University will use rooms in Towers South, Towers East, and the Greek/Group Housing area as design single rooms, with one set of furniture in the room.

As new residence halls and the Greek Village were added to the housing system, the University gradually closed older facilities with significant deferred maintenance. The residence halls not currently in use include Cheney Hall, closed in FY16, Henderson Hall, closed in FY19, and Dearmont Hall residential spaces, closed in FY20. The University will continue to maintain Cheney and Henderson Halls as closed indefinitely. The academic space in Dearmont Hall will continue to operate in FY23 and living spaces will be used for residential students who are in isolation with COVID-19, as needed.

Board Rates

In fall 2022, the Southeast dining services program will transition from weekly meal plans to semester block plans. Currently, meals must be used within the week and reset every Sunday. Any unused meals for the week are of no value, a frequent subject of complaint by students.

The new semester block meal plans provide students with a block of meals for the semester that can be used at resident dining facilities and a flex dollar account to redeem in either residential or retail venues. Students will have five options with varying levels of block plans and flex dollars. Flex dollars can be used at any campus dining location and unused flex from the fall semester will carry over to the spring semester.

In collaboration with Southeast's dining services partner, Chartwells Educational Dining Services, several enhancements to the University's eight dining venues are planned for summer 2022. These changes will align venue operations with the new meal plan structure to meet growing student demand for grab-and-go dining. Campus dining locations and completed/planned changes include:

Resident Dining (Block or Flex)

1. St. Vincent's Commons at River Campus
2. Towers Café: Servery areas will be upgraded to retail grab-and-go concepts with several all you care to eat stations throughout
3. Houck's Place in Merick Hall: Converted from retail to resident dining

Retail Dining (Flex)

1. Panda Express in University Center
2. Redhawk's Market in University Center (Venues include Bean's Bagel, Build Pizza and Pasta, Burger 573, Chic-Fil-A, Create Chop'd & Wrap/d, S'moked, and Sono Express)
3. Rowdy's in Towers Complex: renovated servery and HVAC system
4. Starbucks in University Center; minor renovations completed
5. Subway in Scully Building

FY23 PROPOSED ROOM AND BOARD RATES

ROOM CONTRACTS

RATES

	FY22 Room Rates	FY23 Room Rates	Available Beds	Average Projected Occupancy	Average Private Rooms	Total Paid Beds
Group/Greek Double	\$5,950	\$6,000	136	125	0	125
Group/Greek Single	\$6,900	\$7,100	111	95	0	95
Towers East Double	\$5,400	\$5,550	233	190	5	195
Towers East Single	\$6,900	\$7,100	72	70	0	70
Towers South Double	\$5,400	\$5,550	237	190	5	195
Towers South Single	\$6,900	\$7,100	74	70	0	70
Community-style Subtotal	\$6,242	\$6,400	863	740	10	750
Dobbins Center	\$7,300	\$7,500	178	160	5	165
LaFerla	\$7,050	\$7,200	250	190	0	190
Merick	\$7,050	\$7,200	295	240	5	245
Myers	\$6,850	\$6,900	164	150	10	160
Towers North	\$6,850	\$7,100	187	160	3	163
Towers North Double w/Private Bath	\$7,850	\$8,100	66	55	0	55
Towers West	\$6,850	\$7,100	182	160	3	163
Towers West Double w/Private Bath	\$7,850	\$8,100	66	55	0	55
Vandiver	\$6,850	\$7,200	290	215	20	235
Suite-style Subtotal	\$7,167	\$7,378	1678	1385	46	1431
AVERAGE	\$6,797	\$6,987				
		2.80%	2541	2125	56	2181

BOARD CONTRACTS*

WEEKLY MEAL PLANS	FY22 Rates		SEMSTER BLOCK PLANS	FY23 Rates
CLASSIC (One meal per meal period)				
19 Meals@ \$58 Flex	\$3,380		Block 304 + 80 Flex	\$3,520
15 Meals + \$70 Flex	\$3,120		Block 190 + 318 Flex	\$3,000
10 Meals@ \$80 Flex	\$2,760		Block 130 + \$743 Flex	\$3,100
5 Meals@ \$135 Flex	\$2,380		Block 75 + \$1061 Flex	\$3,340
			Block 90	\$2,010
PREMIUM (Multiple meals per meal period)				
19 Meals@ \$58 Flex	\$3,560			
15 Meals@ \$70 Flex	\$3,290			
10 Meals@ \$80 Flex	\$2,890			
5 Meals + \$135 Flex	\$2,490			

*Flex values and block amounts reflect the semester allotment.

COMBINED ROOM & BOARD RATES (with 130 Block Meal Plan)

	FY22 Rates	FY23 Rates
Group/Greek Double	\$9,240	\$9,100
Group/Greek Single	\$10,190	\$10,200
Towers East/South Double	\$8,690	\$8,650
Towers East/South Single	\$10,190	\$10,200
Dobbins Center	\$10,590	\$10,600
LaFerla	\$10,340	\$10,300
Merick	\$10,340	\$10,300
Myers	\$10,140	\$10,000
Towers Suite Double	\$10,140	\$10,200
Towers Suite w/Private Bath	\$11,140	\$11,200
Vandiver	\$10,140	\$10,300
AVERAGE	\$10,087	\$10,087
		0%



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

Open Session

I. Motion to be Considered:

Approve issuing Resolutions of Honor for the following faculty and staff who have retired or are retiring from Southeast Missouri State University, and Emeritus/Emerita status for the retirees (listed in bold type) recommended by administration, in accordance with established University criteria for emeritus/emmerita status.

II. Background:

The Board of Governors traditionally honors individual faculty and staff members at the University's annual Recognition Program with the presentation of Resolutions of Honor. This year's recognition program will be held April 29, 2022. The program will recognize those faculty and staff who have retired or will retire between October 1, 2021, and October 1, 2022, and those who retired prior to October 1, 2021 but did not notify the University of their intended retirement until after the deadline to be included in last year's program (January 1, 2021). University administration will review and approve the content of all resolutions prior to their presentation.

According to current emeritus status policy, faculty qualified to retire who are tenured or non-tenure track faculty members or are administrative personnel who have tenured, faculty status, and have a minimum of fifteen years of service at Southeast Missouri State University are eligible to be recommended for emeritus status. Faculty Senate Bill 22-A-5 includes emeriti status recommendations for the following faculty members whose retirement is effective on or before July 31, 2022:

Recommended By:

Student Government
Faculty Senate
Administrative Council
VP, Enroll. Man. & Stu. Suc.
VP, Finance & Admin.
VP, University Advancement

Chairperson
Dean
Academic Council
Provost
President

Board Action on:
Motion By:
Second By:
Vote: Yeas: Nays: Abstentions:

Postpone:
Amend:
Disapprove:
Approve:
Secretary:

Faculty

- Bowers, Bryan, Instructor, Engineering and Technology (2007-2021)
- **Campbell, John, Instructor, English (1990-2021)**
- Church, Michael, Instructor, Kinesiology, Nutrition and Recreation (2009-2021)
- **Dalton, Margaret, Professor, Leadership, Middle and Secondary Education (1996-2021)**
- **Dufek, James, Professor, Mass Media (1983-2022)**
- **Heitman, Linda, Professor, Nursing (1998-2022)**
- **Sappington, Julie, Professor, Nursing (1999-2021)**
- **Scheibe, John, Professor, Biology (1983-2021)**
- **Sherraden, Beth, Professor, Kinesiology, Nutrition and Recreation (2002-2021)**
- **Wood, Diane, Professor, Biology (2003-2022)**

Staff

- Benn, Treasa, Plumber Journeyman, Facilities Management (1999-2021)
- Burnett, Carla, Administrative Assistant, Autism Center (1992-1999; 2005-2007; 2015-2021)
- DeRoe, Lisa, Director of Operations, Office of the Provost (1990-1999; 2000-2021)
- Devenport, Debbie, Administrative Assistant, Political Science, Philosophy, Religion (1984-2021)
- Essner, James, Budget Analyst, Campus Life and Event Services (1998-2021)
- Gooden, Regina, Director, A.P.P.L.E. Project (2008-2021)
- Halbert, Mitchell, Boiler Technician I Journeyman, Facilities Management (2002-2021)
- Heisserer, Carol, Director, Academic Advising (1989-2021)
- Howe, Lisa, Senior Project Manager, Facilities Management (1997-2022)
- Jackson, Delois, Custodial Technician, Facilities Management (2000-2021)
- Johnson, Charles D., Counselor III, Center for Behavioral Health and Accessibility (1989-2021)
- Jordan, Ricky, Project and Relief Specialist, Facilities Management (2016-2021)
- Lee, Trudy, Vice President, University Advancement (2001-2022)
- Lintner, Debora, Positive Behavior Support Consultant, Regional Professional Development Center (2008-2014; 2016-2021)
- Murray, Stanley, Testing Associate, Testing Services (2012-2021)
- Okruch, Thomas, Missouri Leadership Development Specialist, Regional Professional Development Center (2012-2021)
- Peel, Scott, General Mechanic Journeyman Lead, Facilities Management (1985-2021)
- Rivet Jr., Kenneth, Boiler Technician I Journeyman, Facilities Management (2002-2021)
- Sander, Pamela, Controller, Controller's Office (2006-2021)
- Smith, Kenneth, Custodial Technician III, Facilities Management (2013-2021)
- Tripp, Eileen, Custodial Technician, Facilities Management (2005-2021)

Date and Version: 01/26/22 Version 1
Handbook Section: N/A
Proposed Change: N/A
Source of Bill: Professional Affairs Committee

Page 1 of 2

**FACULTY SENATE
SOUTHEAST MISSOURI STATE UNIVERSITY**

FACULTY SENATE BILL 22-A-XX

Approved by the Faculty Senate
XXXXXX

BRIEF SUMMARY: List of faculty retiring on or before July 31, 2022 and recommended for emeritus/emerita status.

ACTION OF BILL: Recommendation to Board of Governors for granting emeritus/emerita status to retiring faculty.

WHEREAS: The following list of faculty members are retiring,

BE IT RESOLVED THAT: The Faculty Senate of Southeast Missouri State University recommends that emeritus/emerita status, as appropriate, be conferred upon the following faculty members whose retirement is effective on or before July 31, 2022. Together, they represent 217 years of service to the University.

RECOMMENDATIONS FOR EMERITUS/EMERITA STATUS

College of Education, Health, and Human Studies

Kinesiology, Nutrition and Recreation

Dr. Beth Sherraden, Professor
Retirement Effective: 5/31/2021
Period of Service: 07/31/2002 - 05/31/2021

Leadership, Middle and Secondary Education

Dr. Margaret Dalton, Professor
Retirement Effective: 12/31/2021
Period of Service: 08/01/1996 - 12/31/2021

Nursing

Dr. Linda Heitman, Professor
Retirement Effective: 5/30/2022
Period of Service: 08/01/1998 - 05/31/2022

Dr. Julie Sappington, Professor
Retirement Effective: 12/31/2021

Date and Version: 01/26/22 Version 1
Handbook Section: N/A
Proposed Change: N/A
Source of Bill: Professional Affairs Committee

Page 2 of 2

Period of Service: 01/01/1999 - 12/31/2021

Holland College of Arts and Media

Mass Media

Dr. James Dufek, Professor
Retirement Effective: 7/31/2022
Period of Service: 07/01/1983 - 07/31/2022

College of Humanities and Social Sciences

English

Mr. John Campbell, Instructor
Retirement Effective: 8/10/2021
Period of Service: 08/20/1990 – 08/10/2021

College of Science, Technology, Engineering, and Mathematics

Biology

Dr. John Scheibe, Professor
Retirement Effective: 12/31/2021
Period of Service: 07/01/1983 - 12/31/2021

Dr. Diane Wood, Professor
Retirement Effective: 5/31/2022
Period of Service: 07/31/2003 - 05/31/2022

Introduced to Senate 1/26/2022

Second Senate Meeting

Faculty Senate Vote 1/26/2022

President's Review

Board of Regents Approval

Posted to Faculty Handbook



BOARD OF GOVERNORS

MOTION CONSIDERATION FORM

February 25, 2022

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

Part II – Facilities Management Capital Projects Update Report

A. STATE FUNDED CAPITAL IMPROVEMENT PROJECTS

PROJECT	ANTICIPATED COMPLETION	STATUS
Tunnel 14,15,16,25 Repair/ Replacement	Fall 2023	Bid date March 1.

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

PROJECT	ANTICIPATED COMPLETION	STATUS
Flooring Replacement at Vandiver Hall and Group Housing	Winter 2021	Project is complete and under warranty.
Bookstore Renovation (Follett)	Summer 2022	Design documents received and under review.

Facilities Management Progress Report

February 25, 2022

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PROJECT	ANTICIPATED COMPLETION	STATUS
General Construction Contract 2021	Multiple projects 2022	Towers Drive Traffic Delineators Installation - Complete Towers Structural Eval – Core Drilling \$9,079.03 – Complete ADA Door Operator – UC Bookstore \$7,975.00 – Complete SMC Block Shoring at Façade Damage \$1,850.00 – Complete SMC Ticket Booth Façade Repairs \$7,200.00 – Complete
General Electrical Contract 2021	Multiple projects 2022	Tennis Court Lighting Upgrade – Complete. IT work remains. Horticulture Greenhouse Generator Installation \$44,042.70 – Target Completion 5/06/22 Install Historic Light Poles at UC \$11,419.65 – Target Completion – 6/10/2022
Group Housing French Door Replacement	Summer 2022	Professional services contract is in progress.
Johnson Hall Roof Replacement	Summer 2022	Contract awarded to Shay Roofing.
Law Enforcement Academy South Parking Lot Upgrades		On hold.
River Campus Arts Expansion – Phase I	December 2021/January 2022	Project is complete and under warranty.
Renovate Rowdy's	Summer 2022	Design documents received and under review.
Central Chiller – Towers 1&2 Repairs	December 2021	Project is complete and under warranty.
Starbucks Sound System and Furniture Upgrades	Fall 2021	Project is complete and under warranty.
Vandiver Hall Shower Replacement	Summer 2023	A/E contract awarded to Lawrence Group. Design kick-off meeting held in early February.
Transit/FMSC Building Roof Replacements	Fall 2022	A/E contract awarded to RoofTech Consulting
Seabaugh Polytech Building Roof Replacement	Summer 2023	A/E contract awarded to RoofTech Consulting
Magill Hall Air Flow Analysis	Spring 2022	A/E contract awarded to Bernhard TME

Note: Shading indicates completed projects.

PROGRESS REPORT - CONTRACTS AND FACILITIES MANAGEMENT PROJECTS

BEFORE	AFTER
Vandiver Hall Flooring	
	
Vandiver Lounge	
	
Group Housing	
	

River Campus Arts Complex



FY22 UNIVERSITY OPERATING BUDGET TO ACTUAL YTD

ALL FUNDS

Through December 31, 2021

	FY22 Appr Budget	FY22,Dec Budget	FY22 YTD	FY21 YTD
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 46,149,699	\$ 23,074,850	\$ 23,074,854	\$ 19,720,107
STUDENT FEES:				
Tuition	70,452,412	67,681,556	67,342,188	62,719,513
Scholarships and Fee Waivers	(23,647,618)	(11,930,671)	(13,720,166)	(13,827,526)
Net Tuition (Gross Tuition less Scholarships & Fee Waivers)	\$ 46,804,794	\$ 55,750,886	\$ 53,622,022	\$ 48,891,987
Student Fees	9,849,640	9,216,040	9,605,475	11,501,947
TUITION AND STUDENT FEES:	\$ 56,654,434	\$ 64,966,926	\$ 63,227,498	\$ 60,393,934
OTHER SOURCES:				
Investment Income	140,000	25,000	88,090	73,454
State Grants and Contracts	528,405	264,203	264,204	264,204
Sales and Services of Academic Departments	2,856,054	1,504,152	1,370,895	1,171,122
Sales and Services of Non-Academic Departments	27,950,961	24,425,330	25,384,048	24,259,480
Foundation Support	1,238,522	245,000	205,713	336,749
Athletics Revenues	1,654,656	780,000	668,601	-
Miscellaneous Income	7,055,364	3,460,115	3,611,993	3,603,599
TOTAL OTHER SOURCES:	\$ 41,423,962	\$ 30,703,800	\$ 31,593,544	\$ 29,708,609
TOTAL ESTIMATED INCOME:	\$ 144,228,095	\$ 118,745,576	\$ 117,895,896	\$ 109,822,650
ESTIMATED EXPENDITURES:				
PERSONNEL:				
Faculty/Staff	63,959,302	31,807,935	29,066,173	29,922,713
Benefits	25,360,839	12,626,913	11,227,157	11,274,506
Student Labor	3,127,041	1,563,521	1,286,605	1,341,969
TOTAL PERSONNEL:	\$ 92,447,182	\$ 45,998,368	\$ 41,579,935	\$ 42,539,188
TOTAL EQUIPMENT AND OPERATIONS:	\$ 37,985,704	18,992,852	17,715,057	17,547,175
TOTAL ESTIMATED EXPENDITURES:	\$ 130,432,886	\$ 64,991,220	\$ 59,294,992	\$ 60,086,363
DEBT SERVICE TRANSFERS:	10,000,953	1,450,000	1,479,458	2,749,508
OPERATING TRANSFERS, NET:	871,865	1,057,976	(1,215,556)	(4,113,869)
TOTAL ESTIMATED NET TRANSFERS OUT/(IN):	\$ 10,872,818	\$ 2,507,976	\$ 263,903	\$ (1,364,360)
SURPLUS/(DEFICIT):	\$ 2,922,391	\$ 51,246,379	\$ 58,337,001	\$ 51,100,647

FY22 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)
Budget and Expenses through December 31, 2021

Education and General

	FY22 Appr Bud	Dec Budget	December YTD FY22 YTD	FY21
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ 46,149,699	\$ 23,074,850	\$ 23,074,854	\$ 19,720,107
STUDENT FEES:				
Tuition	69,884,412	67,113,681	66,952,992	62,207,892
Scholarships and Fee Waivers	(17,541,495)	(8,877,609)	(10,627,785)	(10,777,109)
Net Tuition	\$ 52,342,917	\$ 58,236,072	\$ 56,325,207	\$ 51,430,783
Student Fees	6,631,040	6,239,290	6,692,777	8,159,119
TOTAL TUITION AND STUDENT FEES:	\$ 58,973,957	\$ 64,475,362	\$ 63,017,984	\$ 59,589,902
OTHER SOURCES:				
Investment Income	135,000	25,000	88,090	73,454
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	322,060	161,030	145,105	102,919
Sales and Services of Non-Academic Departments	143,900	71,950	303,907	331,309
Foundation Support	556,520	180,000	183,727	246,870
Athletics Revenues	-	-	-	-
Miscellaneous Income	1,816,216	829,191	1,082,710	1,005,079
TOTAL OTHER SOURCES:	\$ 2,973,696	\$ 1,267,171	\$ 1,803,538	\$ 1,759,631
TOTAL ESTIMATED INCOME:	\$ 108,097,352	\$ 88,817,383	\$ 87,896,376	\$ 81,069,640
ESTIMATED EXPENDITURES :				
PERSONNEL:				
Faculty/Staff	54,230,157	26,943,363	24,648,156	25,415,534
Benefits	18,949,875	9,421,431	8,624,433	8,775,448
Student Labor	1,614,369	807,185	691,275	817,040
TOTAL PERSONNEL:	\$ 74,794,401	\$ 37,171,978	\$ 33,963,865	\$ 35,008,022
TOTALEQUIPMENT AND OPERATIONS:	\$ 19,810,879	\$ 9,905,440	\$ 8,856,327	\$ 9,749,744
TOTAL ESTIMATED EXPENDITURES:	\$ 94,605,280	\$ 47,077,417	\$ 42,820,191	\$ 44,757,766
DEBT SERVICE TRANSFERS:	3,702,000	350,000	363,472	1,851,342
OPERATING TRANSFERS, NET:	6,867,681	\$ 6,867,681	\$ 7,018,588	2,815,840
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 10,569,681	\$ 7,217,681	\$ 7,382,060	\$ 4,667,182
SURPLUS/(DEFICIT):	\$ 2,922,391	\$ 34,522,285	\$ 37,694,125	\$ 31,644,692

FY22 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)
Budget and Expenses through December 31, 2021

Auxiliary Funds

	December YTD			
	FY22 Aprr Bud	Dec Budget	FY22 YTD	FY21
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	-	-	-	4,662
Scholarships and Fee Waivers	(2,219,420)	(1,109,710)	(1,141,018)	(1,091,811)
Net Tuition	\$ (2,219,420)	\$ (1,109,710)	\$ (1,141,018)	\$ (1,087,149)
Student Fees	1,841,000	1,747,600	1,757,945	2,027,696
TOTAL TUITION AND STUDENT FEES:	\$ (378,420)	\$ 637,890	\$ 616,927	\$ 940,547
OTHER SOURCES:				
Investment Income	5,000	-	-	-
State Grants and Contracts	-	-	-	-
Sales and Services of Academic Departments	-	-	1,176	-
Sales and Services of Non-Academic Departments	26,550,810	23,679,838	24,478,775	23,498,294
Foundation Support	182,748	-	-	42,577
Athletics Revenues	-	-	-	-
Miscellaneous Income	2,444,942	1,242,571	1,073,724	1,033,020
TOTAL OTHER SOURCES:	\$ 29,183,500	\$ 24,922,409	\$ 25,553,676	\$ 24,573,891
TOTAL ESTIMATED INCOME:	\$ 28,805,080	\$ 25,560,299	\$ 26,170,603	\$ 25,514,438
ESTIMATED EXPENDITURES :	FY22 Aprr Bud	Dec Budget	FY22 YTD	FY21
PERSONNEL:				
Faculty/Staff	3,856,453	1,928,227	1,675,889	1,726,364
Benefits	1,752,972	876,486	720,518	793,110
Student Labor	1,071,237	535,619	386,970	347,413
TOTAL PERSONNEL:	\$ 6,680,662	\$ 3,340,331	\$ 2,783,377	\$ 2,866,886
TOTAL EQUIPMENT AND OPERATIONS:	\$ 13,629,791	\$ 6,814,896	\$ 6,334,221	\$ 6,144,259
TOTAL ESTIMATED EXPENDITURES:	\$ 20,310,453	\$ 10,155,227	\$ 9,117,598	\$ 9,011,146
DEBT SERVICE TRANSFERS:	6,298,953	1,100,000	1,115,987	898,167
OPERATING TRANSFERS, NET:	2,195,674	2,306,785	(78,951)	993,912
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ 8,494,627	\$ 3,406,785	\$ 1,037,036	\$ 1,892,079
SURPLUS/(DEFICIT):	\$ -	\$ 11,998,288	\$ 16,015,969	\$ 14,611,214

FY22 UNIVERSITY OPERATING BUDGET TO YTD (SUMMARY)
Budget and Expenses through December 31, 2021

Designated Funds

	FY22 Appr Bud		December YTD	
	Dec Budget	FY22 YTD	FY21	
ESTIMATED INCOME:				
STATE APPROPRIATIONS:	\$ -	\$ -	\$ -	\$ -
STUDENT FEES:				
Tuition	568,000	567,875	389,196	506,959
Scholarships and Fee Waivers	(3,886,703)	(1,943,352)	(1,951,363)	(1,958,606)
Net Tuition	\$ (3,318,703)	\$ (1,375,477)	\$ (1,562,167)	\$ (1,451,647)
Student Fees	1,377,600	1,229,150	1,154,754	1,315,132
TOTAL TUITION AND STUDENT FEES:	\$ (1,941,103)	\$ (146,327)	\$ (407,413)	\$ (136,515)
OTHER SOURCES:				
Investment Income	-	-	-	-
State Grants and Contracts	528,405	264,203	264,204	264,204
Sales and Services of Academic Departments	2,533,994	1,343,122	1,224,614	1,068,203
Sales and Services of Non-Academic Departments	1,256,251	673,542	601,366	429,876
Foundation Support	499,254	65,000	21,987	47,303
Athletics Revenues	1,654,656	780,000	668,601	-
Miscellaneous Income	2,794,206	1,388,353	1,455,558	1,565,501
TOTAL OTHER SOURCES:	\$ 9,266,766	\$ 4,514,220	\$ 4,236,330	\$ 3,375,087
TOTAL ESTIMATED INCOME:	\$ 7,325,663	\$ 4,367,894	\$ 3,828,917	\$ 3,238,572
ESTIMATED EXPENDITURES :				
PERSONNEL:				
Faculty/Staff	5,872,692	2,936,346	2,742,128	2,780,815
Benefits	4,657,992	2,328,996	1,882,206	1,705,948
Student Labor	441,435	220,718	208,360	177,516
TOTAL PERSONNEL:	\$ 10,972,119	\$ 5,486,060	\$ 4,832,694	\$ 4,664,279
TOTAL EQUIPMENT AND OPERATIONS:	\$ 4,545,034	\$ 2,272,517	\$ 2,524,509	\$ 1,653,172
TOTAL ESTIMATED EXPENDITURES:	\$ 15,517,153	\$ 7,758,577	\$ 7,357,203	\$ 6,317,451
DEBT SERVICE TRANSFERS:	-	-	-	-
OPERATING TRANSFERS, NET:	(8,191,490)	(8,116,490)	(8,155,193)	(7,923,621)
TOTAL ESTIMATED TRANSFERS OUT/(IN):	\$ (8,191,490)	\$ (8,116,490)	\$ (8,155,193)	\$ (7,923,621)
SURPLUS/(DEFICIT):	\$ -	\$ 4,725,807	\$ 4,626,907	\$ 4,844,742

**BOARD OF GOVERNORS
REPORT ITEM
February 25, 2022
Open Session**

**Faculty Personnel Actions
November and December
2021**

Southeast Missouri State University
Monthly Board Report
November 2021

Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
Part-Time Faculty Appointments - Fall									
College of Education, Health and Human Studies									
	Binz Holden	Kristin Michelle	Temp Faculty	Temp Faculty	Kinesiology Nutrition Recreation	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Cotner	Jennifer L	Temp Faculty	Temp Faculty	Nursing	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Harris	William Lee	Temp Faculty	Temp Faculty	Nursing	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Schumacher	Emma S	Temp Faculty	Temp Faculty	Kinesiology Nutrition Recreation	2,586.00/mo	6	1-Nov-21	31-Dec-21
	Swicionis	Brittney Marie	Temp Faculty	Temp Faculty	Kinesiology Nutrition Recreation	287.33/mo	0.34	1-Nov-21	30-Nov-21
			Temp Faculty	Temp Faculty	Kinesiology Nutrition Recreation	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Wills	Nathan W	Temp Faculty	Temp Faculty	Leadership Mdl & Sec Educ	3,123.00/mo	6	1-Nov-21	31-Dec-21
College of Humanities and Social Sciences									
	Allen	Ricky Thomas	Temp Faculty	Temp Faculty	History & Anthropology	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Anello	Kimberly Ann	Temp Faculty	Temp Faculty	History & Anthropology	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Barrows	Thomas R	Temp Faculty	Temp Faculty	History & Anthropology	1,419.00/mo	3	1-Nov-21	31-Dec-21
	DeWitt	Brianna	Temp Faculty	Temp Faculty	History & Anthropology	1,293.00/mo	3	1-Nov-21	31-Dec-21
	Morris	Joan Marie	Temp Faculty	Temp Faculty	Crim Just Soc Work Sociology	1,561.50/mo	3	1-Nov-21	31-Dec-21
	Unterreiner	Steve J	Temp Faculty	Temp Faculty	Crim Just Soc Work Sociology	1,293.00/mo	3	1-Nov-21	31-Dec-21
College of Science, Technology, Engineering and Mathematics									
	Bruce	Marriane	Temp Faculty	Temp Faculty	Chemistry & Physics	862.00/mo	2	1-Nov-21	31-Dec-21
Harrison College of Business and Computing									
	Brady	Donald S	Temp Faculty	Temp Faculty	Management	1,561.50/mo	3	1-Nov-21	31-Dec-21
	Henckell	Mary Martha	Temp Faculty	Temp Faculty	Management	2,197.67/mo	2.11	1-Nov-21	30-Nov-21
	Ryan	Beth L	Temp Faculty	Temp Faculty	Marketing	1,561.50/mo	3	1-Nov-21	31-Dec-21
	Williams-Cunningham	Jodi Lynn	Temp Faculty	Temp Faculty	Marketing	1,561.50/mo	3	1-Nov-21	31-Dec-21
Holland College of Arts and Media									
	Nail	Paul Dennis	Temp Faculty	Temp Faculty	Music	431.00/mo	1	1-Nov-21	31-Dec-21

**Southeast Missouri State University
Monthly Board Report
November 2021**

Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
Full-Time Faculty Overloads - Fall									
College of Education, Health and Human Studies									
	Davis	Tammy	Instructor	RNTT	Child & Family Studies	1,293.00/mo	3	1-Nov-21	31-Dec-21
College of Science, Technology, Engineering and Mathematics									
	Weathers	Julie D'Lynn	Chairperson/Assoc Prof	Tenured	Agriculture	1,561.50/mo	3	1-Nov-21	31-Dec-21

Southeast Missouri State University
Monthly Board Report
December 2021

Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
Part-Time Faculty Appointments - Fall									
Academic Affairs									
	Arnold	James	Temp Faculty	Temp Faculty	Early College Programs	750.00/mo	1.79	1-Dec-21	31-Dec-21
	Beaudean	Talitha	Temp Faculty	Temp Faculty	Early College Programs	825.00/mo	1.96	1-Dec-21	31-Dec-21
	Benkendorf	Sarah	Temp Faculty	Temp Faculty	Early College Programs	600.00/mo	1.43	1-Dec-21	31-Dec-21
			Temp Faculty	Temp Faculty	Early College Programs	1,875.00/mo	8.93	1-Dec-21	31-Dec-21
	Bittle	Laura	Temp Faculty	Temp Faculty	Early College Programs	450.00/mo	1.07	1-Dec-21	31-Dec-21
			Temp Faculty	Temp Faculty	Early College Programs	675.00/mo	3.21	1-Dec-21	31-Dec-21
	Blankenship	Staci	Temp Faculty	Temp Faculty	Early College Programs	975.00/mo	2.32	1-Dec-21	31-Dec-21
	Brands	Christina	Temp Faculty	Temp Faculty	Early College Programs	300.00/mo	0.71	1-Dec-21	31-Dec-21
	Bristow	James	Temp Faculty	Temp Faculty	Early College Programs	525.00/mo	2.50	1-Dec-21	31-Dec-21
	Bryant	Taylor	Temp Faculty	Temp Faculty	Early College Programs	3,900.00/mo	9.29	1-Dec-21	31-Dec-21
	Cleve	Shannon	Temp Faculty	Temp Faculty	Early College Programs	300.00/mo	1.43	1-Dec-21	31-Dec-21
	Clubbs	Bobby	Temp Faculty	Temp Faculty	Early College Programs	3,000.00/mo	14.29	1-Dec-21	31-Dec-21
	Cole	Joshua	Temp Faculty	Temp Faculty	Early College Programs	3,075.00/mo	14.64	1-Dec-21	31-Dec-21
	Cox	Justin	Temp Faculty	Temp Faculty	Early College Programs	225.00/mo	0.54	1-Dec-21	31-Dec-21
	Creel	Orianna	Temp Faculty	Temp Faculty	Early College Programs	975.00/mo	4.64	1-Dec-21	31-Dec-21
	Cross	John	Temp Faculty	Temp Faculty	Early College Programs	2,850.00/mo	6.79	1-Dec-21	31-Dec-21
	Davidson	Paul	Temp Faculty	Temp Faculty	Early College Programs	1,125.00/mo	5.36	1-Dec-21	31-Dec-21
	Davis	Jeffrey	Temp Faculty	Temp Faculty	Early College Programs	225.00/mo	0.54	1-Dec-21	31-Dec-21
	Eddy	Betty	Temp Faculty	Temp Faculty	Early College Programs	1,800.00/mo	4.29	1-Dec-21	31-Dec-21
	Edwards	Laura	Temp Faculty	Temp Faculty	Early College Programs	5,400.00/mo	25.71	1-Dec-21	31-Dec-21
	Engelmann	Dana	Temp Faculty	Temp Faculty	Early College Programs	1,650.00/mo	3.93	1-Dec-21	31-Dec-21
	Ernst	Laura	Temp Faculty	Temp Faculty	Early College Programs	375.00/mo	0.89	1-Dec-21	31-Dec-21
	Farris	Olivia	Temp Faculty	Temp Faculty	Early College Programs	1,200.00/mo	5.71	1-Dec-21	31-Dec-21
	Fischer	Nancy	Temp Faculty	Temp Faculty	Early College Programs	975.00/mo	2.32	1-Dec-21	31-Dec-21
	Fritsche-Donze	Hannah	Temp Faculty	Temp Faculty	Early College Programs	75.00/mo	0.18	1-Dec-21	31-Dec-21
	Geis	Katherine	Temp Faculty	Temp Faculty	Early College Programs	2,625.00/mo	6.25	1-Dec-21	31-Dec-21
	Graham	Michael	Temp Faculty	Temp Faculty	Early College Programs	1,350.00/mo	3.21	1-Dec-21	31-Dec-21
	Harris	Andrea	Temp Faculty	Temp Faculty	Early College Programs	225.00/mo	0.54	1-Dec-21	31-Dec-21
	Hendricks	Sarah	Temp Faculty	Temp Faculty	Early College Programs	2,550.00/mo	6.07	1-Dec-21	31-Dec-21
	Hinkle	September	Temp Faculty	Temp Faculty	Early College Programs	3,225.00/mo	7.68	1-Dec-21	31-Dec-21
	Horrell	Julia	Temp Faculty	Temp Faculty	Early College Programs	450.00/mo	1.07	1-Dec-21	31-Dec-21
	Janzow	Micah	Temp Faculty	Temp Faculty	Early College Programs	4,200.00/mo	10.00	1-Dec-21	31-Dec-21
	Jarrett	Madison	Temp Faculty	Temp Faculty	Early College Programs	300.00/mo	1.43	1-Dec-21	31-Dec-21
	Jones	Gregory	Temp Faculty	Temp Faculty	Early College Programs	1,575.00/mo	7.50	1-Dec-21	31-Dec-21

Southeast Missouri State University
Monthly Board Report
December 2021

Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
	Jones	Rilee	Temp Faculty	Temp Faculty	Early College Programs	3,225.00/mo	15.36	1-Dec-21	31-Dec-21
	Knuth	Heather	Temp Faculty	Temp Faculty	Early College Programs	975.00/mo	2.32	1-Dec-21	31-Dec-21
	Kuper	Leonard	Temp Faculty	Temp Faculty	Early College Programs	2,325.00/mo	5.54	1-Dec-21	31-Dec-21
	Landewe	Gerald	Temp Faculty	Temp Faculty	Early College Programs	5,700.00/mo	13.57	1-Dec-21	31-Dec-21
	Lovelady	Kurt	Temp Faculty	Temp Faculty	Early College Programs	2,550.00/mo	6.07	1-Dec-21	31-Dec-21
	Maus	Jonathan	Temp Faculty	Temp Faculty	Early College Programs	1,350.00/mo	6.43	1-Dec-21	31-Dec-21
	Middleton	Kerrie	Temp Faculty	Temp Faculty	Early College Programs	5,925.00/mo	28.21	1-Dec-21	31-Dec-21
	Pelts	Donnatha	Temp Faculty	Temp Faculty	Early College Programs	600.00/mo	2.86	1-Dec-21	31-Dec-21
	Powell	Kelsey	Temp Faculty	Temp Faculty	Early College Programs	2,025.00/mo	9.64	1-Dec-21	31-Dec-21
	Redden	Vicky	Temp Faculty	Temp Faculty	Early College Programs	1,725.00/mo	4.11	1-Dec-21	31-Dec-21
	Rodgers	Tiska	Temp Faculty	Temp Faculty	Early College Programs	2,250.00/mo	5.36	1-Dec-21	31-Dec-21
	Schaefer	Angela	Temp Faculty	Temp Faculty	Early College Programs	3,300.00/mo	7.86	1-Dec-21	31-Dec-21
	Sebaugh	Cheryl	Temp Faculty	Temp Faculty	Early College Programs	1,950.00/mo	4.64	1-Dec-21	31-Dec-21
	Seyer	Ellen	Temp Faculty	Temp Faculty	Early College Programs	3,300.00/mo	15.71	1-Dec-21	31-Dec-21
	Shinn	Christina	Temp Faculty	Temp Faculty	Early College Programs	450.00/mo	2.14	1-Dec-21	31-Dec-21
	Sigette	Tyson	Temp Faculty	Temp Faculty	Early College Programs	4,275.00/mo	10.18	1-Dec-21	31-Dec-21
	Sisk	Camilla	Temp Faculty	Temp Faculty	Early College Programs	2,625.00/mo	12.50	1-Dec-21	31-Dec-21
	Smith	Mary	Temp Faculty	Temp Faculty	Early College Programs	1,800.00/mo	4.29	1-Dec-21	31-Dec-21
	Stroder	Timothy	Temp Faculty	Temp Faculty	Early College Programs	600.00/mo	1.43	1-Dec-21	31-Dec-21
	Theiss	Joyce	Temp Faculty	Temp Faculty	Early College Programs	1,050.00/mo	2.50	1-Dec-21	31-Dec-21
	Tilmon	James	Temp Faculty	Temp Faculty	Early College Programs	1,200.00/mo	5.71	1-Dec-21	31-Dec-21
	Torretto	Michael	Temp Faculty	Temp Faculty	Early College Programs	975.00/mo	4.64	1-Dec-21	31-Dec-21
	Walker	Jami	Temp Faculty	Temp Faculty	Early College Programs	150.00/mo	0.36	1-Dec-21	31-Dec-21
	Wilson	Jennifer	Temp Faculty	Temp Faculty	Early College Programs	4,125.00/mo	9.82	1-Dec-21	31-Dec-21
	Womack	Angela	Temp Faculty	Temp Faculty	Early College Programs	1,950.00/mo	9.29	1-Dec-21	31-Dec-21
	Woodside	Denise	Temp Faculty	Temp Faculty	Early College Programs	1,275.00/mo	3.04	1-Dec-21	31-Dec-21
College of Humanities and Social Sciences									
	Campbell	John Thomas	Temp Faculty	Temp Faculty	English	415.04/mo	0.49	1-Dec-21	31-Dec-21
(Head Count Courses - Internships, Workshops, etc)									
	Poston	Fred W	Temp Faculty	Temp Faculty	Comm Stu & Mod Languages	100.00/mo	0.00	1-Dec-21	31-Dec-21
Harrison College of Business and Computing									
	Henckell	Mary Martha	Temp Faculty	Temp Faculty	Management	1,503.67/mo	1.45	1-Dec-21	31-Dec-21

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Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
Full-Time Faculty Overloads - Fall									
(Head Count Courses - Internships, Workshops, etc)									
College of Education, Health and Human Studies									
	Bratberg	William D	Associate Professor	Tenured	Leadership Mdl & Sec Educ	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Clubbs	Brooke Hildebrand	Assistant Professor	Tenure Track	Leadership Mdl & Sec Educ	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Copeland	Sherry L	Associate Professor	Tenured	Leadership Mdl & Sec Educ	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Faber	Anthony J	Professor	Tenured	Child & Family Studies	250.00/mo	0.00	1-Dec-21	31-Dec-21
	Fulton	Susan	Associate Professor	Tenured	Communication Disorders	450.00/mo	0.00	1-Dec-21	31-Dec-21
	Giasi	Trudy Carnate	Assistant Professor	Tenure Track	Leadership Mdl & Sec Educ	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Heider	Jeremy D	Professor	Tenured	Psychology & Counseling	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Herren	Amy C	Instructor	RNTT	Communication Disorders	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Holshouser	Billie J	Instructor	RNTT	Child & Family Studies	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Kuborn	Sarah A	Assistant Professor	Tenure Track	Child & Family Studies	250.00/mo	0.00	1-Dec-21	31-Dec-21
	Lillo	Sarah Ruth	Assistant Professor	Tenure Track	Leadership Mdl & Sec Educ	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Ray	Jayanti	Chairperson/Professor	Tenured	Communication Disorders	450.00/mo	0.00	1-Dec-21	31-Dec-21
	Scott	Alicia D	Instructor	RNTT	Kinesiology Nutrition Recreation	500.00/mo	0.00	1-Dec-21	31-Dec-21
	Smith	Robin L	Assistant Professor	Tenure Track	Leadership Mdl & Sec Educ	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Tilmon	Misty Lynn	Assistant Professor	Tenure Track	Communication Disorders	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Washington	Samantha C	Assistant Professor	Tenure Track	Communication Disorders	200.00/mo	0.00	1-Dec-21	31-Dec-21
College of Humanities and Social Sciences									
	Bengtson	Jennifer	Associate Professor	Tenured	History & Anthropology	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Book	Abram J	Assistant Professor	Tenure Track	Comm Stu & Mod Languages	300.00/mo	0.00	1-Dec-21	31-Dec-21
	Brubaker	James	Associate Professor	Tenured	English	300.00/mo	0.00	1-Dec-21	31-Dec-21
	Criblez	Adam J	Professor	Tenured	History & Anthropology	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Hatcher	Laura	Associate Professor	Tenured	Political Sci Philosophy Relig	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Hill	H Hamner	Chairperson/Professor	Tenured	Political Sci Philosophy Relig	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Kodish	Slavica	Professor	Tenured	Comm Stu & Mod Languages	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Krieger	Laura C	Instructor	RNTT	Crim Just Soc Work Sociology	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Louie	Kimberly Kay	Associate Professor	Tenured	Comm Stu & Mod Languages	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Musgrave	Kevin Lee	Assistant Professor	Tenure Track	Comm Stu & Mod Languages	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Radu	Monica Bixby	Assistant Professor	Tenure Track	Crim Just Soc Work Sociology	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Shen	Yiqun	Assistant Professor	Tenure Track	Political Sci Philosophy Relig	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Walling	Jeremy	Professor	Tenured	Political Sci Philosophy Relig	400.00/mo	0.00	1-Dec-21	31-Dec-21

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<u>Category/Area</u>	<u>Last Name</u>	<u>First Name</u>	<u>Job Title/Rank</u>	<u>FacultyType</u>	<u>Department</u>	<u>Rate/Salary</u>	<u>Credit Hours</u>	<u>Eff Date</u>	<u>End Date</u>
College of Science, Technology, Engineering and Mathematics									
	Atuo	Fidelis Akunke	Assistant Professor	Tenure Track	Biology	250.00/mo	0.00	1-Dec-21	31-Dec-21
	Braden	Indi S	Professor	Tenured	Agriculture	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Champine	James E	Professor	Tenured	Biology	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Dudley	John D	Instructor	RNTT	Engineering & Technology	550.00/mo	0.00	1-Dec-21	31-Dec-21
	Fritz	Kelley A	Assistant Professor	Tenure Track	Biology	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Ghosh	Santaneel	Professor	Tenured	Engineering & Technology	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Hwang	Seong Nam	Associate Professor	Tenured	Biology	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Judd	Timothy M	Chairperson/Professor	Tenured	Biology	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Kraemer	John C	Professor	Tenured	Biology	150.00/mo	0.00	1-Dec-21	31-Dec-21
	McGill	James William	Professor	Tenured	Chemistry & Physics	100.00/mo	0.00	1-Dec-21	31-Dec-21
	McNew	Mary Shannon	Instructor	RNTT	Biology	250.00/mo	0.00	1-Dec-21	31-Dec-21
	Murphy	Joseph Ray	Assistant Professor	Tenure Track	Chemistry & Physics	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Roberts	Craig W	Associate Professor	Tenured	Mathematics	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Ruggiero	Robert Paulson	Assistant Professor	Tenure Track	Biology	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Scheibe	John S	Professor	Tenured	Biology	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Shaner	Sarah Elizabeth	Assistant Professor	Tenure Track	Chemistry & Physics	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Siegel	Dustin	Professor	Tenured	Biology	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Siemers	Samantha Lee	Instructor	RNTT	Agriculture	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Weathers	Julie D'Lynn	Chairperson/Assoc Prof	Tenured	Agriculture	100.00/mo	0.00	1-Dec-21	31-Dec-21
Harrison College of Business and Computing									
	Amer	Suhair H	Professor	Tenured	Computer Science	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Dai	Wei	Assistant Professor	Tenure Track	Computer Science	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Fluegge	Erin Rae	Professor	Tenured	Management	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Garcia	Mario Alberto	Professor	Tenured	Computer Science	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Li	Zhouzhou	Assistant Professor	Tenure Track	Computer Science	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Liu	Ziping	Professor	Tenured	Computer Science	50.00/mo	0.00	1-Dec-21	31-Dec-21
	McAllister	Charles D	Professor	Tenured	Computer Science	350.00/mo	0.00	1-Dec-21	31-Dec-21
	McMillan	Heather S	Professor	Tenured	Management	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Mitra	Reshmi	Assistant Professor	Tenure Track	Computer Science	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Noto	Quantella Marie	Professor	Tenured	Management	150.00/mo	0.00	1-Dec-21	31-Dec-21
	Stovall	Steven A	Assistant Professor	Tenure Track	Management	100.00/mo	0.00	1-Dec-21	31-Dec-21
Holland College of Arts and Media									
	Brune	Michelle Lyn	Professor	Tenured	Art & Design	100.00/mo	0.00	1-Dec-21	31-Dec-21
	Buck	Tamara Zellars	Chairperson/Professor	Tenured	Mass Media	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Heu	Benjamin L	Professor	Tenured	Art & Design	50.00/mo	0.00	1-Dec-21	31-Dec-21

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Category/Area	Last Name	First Name	Job Title/Rank	FacultyType	Department	Rate/Salary	Credit Hours	Eff Date	End Date
	Lamont	Barbara Kathleen	Associate Professor	Tenured	Music	300.00/mo	0.00	1-Dec-21	31-Dec-21
	Phillips	Bradley	Professor	Tenured	Art & Design	200.00/mo	0.00	1-Dec-21	31-Dec-21
	Sanders	Hannah	Associate Professor	Tenured	Art & Design	50.00/mo	0.00	1-Dec-21	31-Dec-21
	Schmid	Morgan Rose	Instructor	RNTT	Art & Design	250.00/mo	0.00	1-Dec-21	31-Dec-21
	Tague	Kevin C	Assistant Professor	Tenure Track	Music	100.00/mo	0.00	1-Dec-21	31-Dec-21

Faculty Separations

College of Education, Health and Human Studies

Dalton	Margaret R	Professor	Tenured	Leadership Mdl & Sec Educ	9,612.49/mo		31-Dec-21
Garnett	Michelle A	Assistant Professor	Tenure Track	Nursing	5,420.05/mo		31-Dec-21
Sappington	Julie Y	Professor	Tenured	Nursing	7,282.31/mo		31-Dec-21

College of Science, Technology, Engineering and Mathematics

Scheibe	John S	Professor	Tenured	Biology	10,337.50/mo		31-Dec-21
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Holland College of Arts and Media

Contrino	Michelle Renee	Instructor	RNTT	Theatre and Dance	4,151.14/mo		31-Dec-21
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**BOARD OF GOVERNORS
REPORT ITEM
February 25, 2022
Open Session**

**Staff Personnel Actions
November and December
2021**

Southeast Missouri State University
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November 2021

Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
Staff Regular and Term Hires								
Enrollment Management and Student Success								
	Bland	Ernesha S	Hall Director	Residence Hall Directors	2,964.00/mo	100	8-Nov-21	Indefinite
Finance and Administration								
	Crites	Jeffery S	Public Safety Officer	Public Safety	18.38/hr	100	29-Nov-21	Indefinite
	Ebert	Gerald	Custodial Technician	Custodial Svc Academic Bldgs	11.43/hr	100	8-Nov-21	Indefinite
	Hale	Jenna C	Administrative Assistant	Facilities Management Office	13.00/hr	100	8-Nov-21	Indefinite
	Teague	Holly M	Purchasing Specialist	Purchasing	14.08/hr	100	29-Nov-21	Indefinite
Staff Temporary Hires								
Finance and Administration								
	Biggs	Karen S	Temporary Employee	Show Me Ctr Box Office	10.00/hr		4-Nov-21	30-Jun-22
			Temporary Employee	Show Me Ctr Temp Labor	9.33/hr		4-Nov-21	30-Jun-22
	Brown	Terrence L	Temporary Employee	Show Me Ctr Temp Labor	10.00/hr		12-Nov-21	30-Jun-22
	Burckhardt	Debra M	Temporary Employee	Show Me Ctr Temp Labor	10.00/hr		12-Nov-21	30-Jun-22
	Lewis	Benita Jo	Temporary Employee	Show Me Ctr Temp Labor	9.33/hr		6-Nov-21	30-Jun-22
	Mayfield	Megan N	Temporary Employee	Show Me Ctr Temp Labor	10.00/hr		5-Nov-21	30-Jun-22
			Temporary Employee	Show Me Ctr Temp Labor	9.33/hr		5-Nov-21	30-Jun-22
	Schwind	Brian Kenneth	Temporary Employee	Show Me Ctr Temp Labor	12.00/hr		12-Nov-21	30-Jun-22
	Wright	Terri Sherelle	Temporary Employee	Show Me Ctr Concessions	9.33/hr		12-Nov-21	30-Jun-22
University Advancement and Foundation								
	Van Hoet-Miller	Mary	Temporary Employee	Radio Community Service	9.33/hr		1-Nov-21	30-Apr-22
Staff Regular and Term Promotions								
Enrollment Management and Student Success								
	Mitten	Lyman Russell	Associate Dean Adv Support	VP Equity, Access and Behavioral Health	5,353.56/mo	100	1-Aug-21	30-Nov-21
			Dean of Students	Dean of Students	9,000.00/mo		1-Dec-21	Indefinite
			(Promotion)		<u>3,646.44/mo</u>			

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Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
Finance and Administration								
	Garrett	James D	Boiler Technician II Journeyman	Boiler Plant	22.20/hr	100	25-Oct-20	20-Nov-21
			Boiler Technician I Journeyman (Promotion)	Boiler Plant	22.95/hr		21-Nov-21	Indefinite
					0.75/hr			
	Hammock	Eric T	Boiler Technician II Journeyman	Boiler Plant	22.20/hr	100	25-Oct-20	20-Nov-21
			Boiler Technician I Journeyman (Promotion)	Boiler Plant	22.95/hr		21-Nov-21	Indefinite
					0.75/hr			
	Mainer	Kingsley	Boiler Technician II Journeyman	Boiler Plant	21.88/hr	100	16-Jan-19	20-Nov-21
			Boiler Technician I Journeyman (Promotion)	Boiler Plant	22.63/hr		21-Nov-21	Indefinite
					0.75/hr			
	Seabaugh	Jordan L	Boiler Technician II Journeyman	Boiler Plant	21.88/hr	100	3-Mar-19	20-Nov-21
			Boiler Technician I Journeyman (Promotion)	Boiler Plant	22.63/hr		21-Nov-21	Indefinite
					0.75/hr			
	Zerbe	Derek Lane	Boiler Technician II Journeyman	Boiler Plant	22.15/hr	100	25-Oct-20	20-Nov-21
			Boiler Technician I Journeyman (Promotion)	Boiler Plant	22.95/hr		21-Nov-21	Indefinite
					0.80/hr			

Staff Regular and Term Rate Changes

Finance and Administration								
	Bernhardt	Noah D	Custodial Technician	Custodial Svc Academic Bldgs	11.43/hr	100	18-Jul-21	7-Nov-21
			Custodial Technician (Certification Increase)	Custodial Svc Academic Bldgs	12.26/hr		8-Nov-21	Indefinite
					0.83/hr			
	Eckstein	Gabriel L	Custodial Technician I	Custodial Svc Academic Bldgs	11.43/hr	100	18-Jul-21	7-Nov-21
			Custodial Technician I (Certification Increase)	Custodial Svc Academic Bldgs	12.26/hr		8-Nov-21	Indefinite
					0.83/hr			
	Martin	Angela D	Custodial Technician III	Custodial Svc Academic Bldgs	12.86/hr	100	18-Jul-21	13-Nov-21
			Custodial Technician III (Longevity Increase)	Custodial Svc Academic Bldgs	13.11/hr		14-Nov-21	Indefinite
					0.25/hr			

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Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
	Reyna	John Victor	Public Safety Officer	Public Safety	19.39/hr	100	1-Jul-21	24-Sep-21
			Public Safety Officer (Longevity Increase)	Public Safety	19.88/hr		25-Sep-21	Indefinite
					0.49/hr			
	Sides	Crystal L	Custodial Technician	Custodial Svc Academic Bldgs	11.43/hr	100	18-Jul-21	7-Nov-21
			Custodial Technician I (Certification Increase)	Custodial Svc Academic Bldgs	12.26/hr		8-Nov-21	Indefinite
					0.83/hr			
	Townsen	Jeremy E	Custodial Technician III	Custodial Svc Academic Bldgs	12.86/hr	100	18-Jul-21	13-Nov-21
			Custodial Technician III (Longevity Increase)	Custodial Svc Academic Bldgs	13.11/hr		14-Nov-21	Indefinite
					0.25/hr			

Staff Regular and Term Separations

Academic Affairs

Burnett	Carla	Administrative Assistant	Autism Center	13.29/hr	100		30-Nov-21
Killian	Brooke	Lead Teacher	University School for Young Children	13.70/hr	100		19-Nov-21

Finance and Administration

Gray	Jeremy	Emergency Manager	Emergency Operations	3,459.76/mo	100		30-Nov-21
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Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
Staff Regular and Term Hires								
Presidents Area								
	Coon	Ricky A	Assistant Football Coach	Football	5,416.67/mo	100	7-Dec-21	31-Dec-22
	Wilson	Jessica L	Business Operations Technician	Athletics Business Office	12.55/hr	100	1-Dec-21	Indefinite
Enrollment Management and Student Success								
	Brock	Cory Allen	Coord Facilities & Aquatics	Student Recreation Center	2,964.00/mo	100	13-Dec-21	Indefinite
	Reed	Richard	Coordinator E-Sports	Student Recreation Center	2,964.00/mo	100	20-Dec-21	Indefinite
Finance and Administration								
	Burger	Noah Garrett	Public Safety Dispatcher	Parking and Traffic	12.27/hr	100	20-Dec-21	Indefinite
	Hinton	Jamie L	Human Resources Technician	Human Resources Office	14.00/hr	100	6-Dec-21	Indefinite
Staff Temporary Hires								
Academic Affairs								
	Adkisson	Meredith	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Ahmed	Amy	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Arnold	James Paul	Temporary Employee	Early College Programs	240.00/mo		1-Dec-21	31-Dec-21
	Auer	Leslie Ann	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Bailie	Susan Lyn	Temporary Employee	Early College Programs	270.00/mo		1-Dec-21	31-Dec-21
	Bates	Kristy Dawn	Temporary Employee	Early College Programs	480.00/mo		1-Dec-21	31-Dec-21
	Blythe	Alicia	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Bohnert	Rachael	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Brickner	Jennifer	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Brundage	Christa Lynne	Temporary Employee	Early College Programs	480.00/mo		1-Dec-21	31-Dec-21
	Casey	Christopher Patrick	Temporary Employee	Early College Programs	480.00/mo		1-Dec-21	31-Dec-21
	Chambless	Laura Kaye	Temporary Employee	Early College Programs	990.00/mo		1-Dec-21	31-Dec-21
	Colton	Margaret L	Temporary Employee	Early College Programs	90.00/mo		1-Dec-21	31-Dec-21
	Cooper	Teresa Gail	Temporary Employee	Early College Programs	150.00/mo		1-Dec-21	31-Dec-21
	Creel	Orianna D	Temporary Employee	Early College Programs	450.00/mo		1-Dec-21	31-Dec-21
	Deckerd	Darin	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Dockins	Kris	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Dooley	Amanda L	Temporary Employee	Early College Programs	450.00/mo		1-Dec-21	31-Dec-21
	Douglas	Jennifer Anne	Temporary Employee	Early College Programs	150.00/mo		1-Dec-21	31-Dec-21
	Dumey	Pam	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21

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	Eisenbeis	Stephen W	Temporary Employee	Early College Programs	1,200.00/mo		1-Dec-21	31-Dec-21
	Essner	Emily	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Finley	Missy	Temporary Employee	Field Experiences	100.00/mo		1-Dec-21	31-Dec-21
	Foltz	Traci Lee	Temporary Employee	Early College Programs	150.00/mo		1-Dec-21	31-Dec-21
	Foster	Matthew J	Temporary Employee	Early College Programs	60.00/mo		1-Dec-21	31-Dec-21
	Frazier	Kathy	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Gholson	Erin Nicole	Temporary Employee	Early College Programs	540.00/mo		1-Dec-21	31-Dec-21
	Goode	Gary Wayne	Temporary Employee	Early College Programs	300.00/mo		1-Dec-21	31-Dec-21
	Hamann	Julie Anne	Temporary Employee	Early College Programs	330.00/mo		1-Dec-21	31-Dec-21
	Hawkins	Katie	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Hawley	Robert Michael	Temporary Employee	Early College Programs	360.00/mo		1-Dec-21	31-Dec-21
	Holland	Lisa	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Horrell	Amber	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Hotop	Kelly Kristine	Temporary Employee	Early College Programs	180.00/mo		1-Dec-21	31-Dec-21
	Huey	Lori	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Hussman	Terri	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Johnson	Leslie Ann	Temporary Employee	Early College Programs	390.00/mo		1-Dec-21	31-Dec-21
	Katheriner	Beth	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Kiefer	Elizabeth Melinda	Temporary Employee	Early College Programs	510.00/mo		1-Dec-21	31-Dec-21
	Macek	Sarah	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Maddox	Andi	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Maloney	Ellen F	Temporary Employee	Early College Programs	390.00/mo		1-Dec-21	31-Dec-21
	McConnell	Molly Angela	Temporary Employee	Early College Programs	270.00/mo		1-Dec-21	31-Dec-21
	Mitchell	Ryan Paul	Temporary Employee	Law Enforcement Academy	25.00/hr		20-Dec-21	30-Jun-22
	Morrow	Greg L	Temporary Employee	Early College Programs	450.00/mo		1-Dec-21	31-Dec-21
	Mueller	Michelle	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Muendlein	Ashley	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Niediewski	Jamie	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Norman	Scott Andrew	Temporary Employee	Early College Programs	210.00/mo		1-Dec-21	31-Dec-21
	Pagano	Christina	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Peters	Andrew Charles	Temporary Employee	Early College Programs	150.00/mo		1-Dec-21	31-Dec-21
	Peve	Jeanne	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Philpot	Jenny	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Phoenix	Matt	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Priggel	Lynda Kay	Temporary Employee	Early College Programs	330.00/mo		1-Dec-21	31-Dec-21
	Qualls	Michael Phillip	Temporary Employee	Early College Programs	180.00/mo		1-Dec-21	31-Dec-21
	Roach	Peggy	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Robbins	Pamela Kay	Temporary Employee	Early College Programs	810.00/mo		1-Dec-21	31-Dec-21
	Rosanna	Jennifer Susan	Temporary Employee	Early College Programs	30.00/mo		1-Dec-21	31-Dec-21

Southeast Missouri State University
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Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
	Ryan	Jessica Devon	Temporary Employee	Autism Center MOAC	9.50/hr		1-Dec-21	31-Dec-21
	Sanders	Andrea Lane	Temporary Employee	Early College Programs	540.00/mo		1-Dec-21	31-Dec-21
	Sauer	Jon Michael	Temporary Employee	Early College Programs	210.00/mo		1-Dec-21	31-Dec-21
			Temporary Employee	Early College Programs	90.00/mo		1-Dec-21	31-Dec-21
	Schroeder	Karen Marie	Temporary Employee	Early College Programs	270.00/mo		1-Dec-21	31-Dec-21
	Sherrell	Donna	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Snodgrass	John Lawrence	Temporary Employee	Early College Programs	30.00/mo		1-Dec-21	31-Dec-21
	Stevens	Adam R	Temporary Employee	Early College Programs	150.00/mo		1-Dec-21	31-Dec-21
	Stinson	Sandy	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Weiss	Heather	Temporary Employee	Field Experiences	200.00/mo		1-Dec-21	31-Dec-21
	Wieser	Maxwell Richard	Temporary Employee	Early College Programs	510.00/mo		1-Dec-21	31-Dec-21
	Wood	Richard Alan	Temporary Employee	Early College Programs	390.00/mo		1-Dec-21	31-Dec-21
	Wyss	Carrie J	Temporary Employee	Early College Programs	120.00/mo		1-Dec-21	31-Dec-21
Enrollment Management and Student Success								
	Taylor	Dwight Allen	Temporary Employee	Textbook Rental	9.33/hr		13-Dec-21	30-Jun-22
Finance and Administration								
	Collier	Ashlynn Christine	Temporary Employee	Show Me Ctr Temp Labor	15.00/hr		27-Dec-21	30-Jun-22
	Kilburn	Brooke L	Temporary Employee	Show Me Ctr Box Office	10.00/hr		5-Dec-21	30-Jun-22
	Kilburn	Karen D	Temporary Employee	Show Me Ctr Box Office	10.00/hr		5-Dec-21	30-Jun-22
	Lovelady	Randy Ray	Temporary Employee	Show Me Ctr Temp Labor	15.00/hr		22-Dec-21	30-Jun-22
	Ruppel	Ronald E	Temporary Employee	Show Me Ctr Temp Labor	15.00/hr		4-Dec-21	30-Jun-22
	Weeks	Rhonda J	Temporary Employee	Show Me Ctr Temp Labor	9.33/hr		22-Dec-21	30-Jun-22
Staff Regular and Term Promotions								
Enrollment Management and Student Success								
	Eller	Amanda Sue	Assistant Director	Academic Advising	4,924.57/mo	100	1-Jun-15	31-Dec-21
			Director of Academic Advising	Academic Advising	5,833.33/mo		1-Jan-22	Indefinite
			(Promotion)		<u>908.76/mo</u>			
Finance and Administration								
	Miller	Ethan A	Student Services Assistant	Student Financial Services	2,221.16/mo	100	15-Jan-21	5-Dec-21
			SFS Coordinator	Student Financial Services	3,407.25/mo		6-Dec-21	Indefinite
			(Promotion)		<u>1,186.09/mo</u>			

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Category/Area	Last Name	First Name	Job Title/Rank	Department	Rate/Salary	FTE	Eff Date	End Date
Staff Regular and Term Separations								
Presidents Area								
	Dreiling	Nate A	Assistant Football Coach	Football	5,416.67/mo	100		6-Dec-21
	Martin	Matthew G	Asst Coach	Football	4,540.79/mo	100		31-Dec-21
Academic Affairs								
	Bowles	Erica	Speech & Language Pathologist	Autism Center	4,999.71/mo	100		31-Dec-21
	Casey	Allison	Administrative Assistant	Art & design	12.25/hr	100		23-Dec-21
	DeRoe	Lisa C	Director of Operations	Provost	5,640.35/mo	100		31-Dec-21
	Devenport	Debbie	Administrative Assistant	Political Science, Philosophy and Religion	16.08/hr	100		31-Dec-21
	Wooldrige	Jessica	Administrative Assistant	Elementary, Early, and Special Education	13.29/hr	100		3-Dec-21
Enrollment Management and Student Success								
	Downing	Garrett Michael	Area Coordinator	Res Life Central Offices	3,594.38/mo	100		17-Dec-21
	Heisserer	Carol Ann	Director of Academic Advising	Academic Advising	6,187.25/mo	100		31-Dec-21
	Lynch	Jacki Ann	Hall Director	Res Life Central Offices	3,053.51/mo	100		22-Dec-21
	Wiegand	Jacob Allen	Digital Image Specialist	University Marketing	3,434.00/mo	100		23-Dec-21
Finance and Administration								
	Jordan	Ricky L	Project & Relief Specialist	Custodial Svc Academic Bldgs	13.46/hr	100		31-Dec-21
	Peel	Scott R	Gen Mechanic Journeyman Lead	Grounds Dept Maintenance	21.82/hr	100		31-Dec-21
	Robertson	John S	Custodial Technician III	Custodial Svc Academic Bldgs	13.11/hr	100		3-Dec-21
University Advancement and Foundation								
	Grojean	Lindsey Marie	Administrative Assistant	KRCU 90.9 FM	12.55/hr	100		15-Dec-21

**MINUTES OF THE
SOUTHEAST MISSOURI STATE UNIVERSITY
BOARD OF GOVERNORS
FINANCE & AUDIT COMMITTEE
HELD ON THE
THIRTEENTH DAY OF DECEMBER 2021**

The Finance and Audit Committee for the Board of Governors of Southeast Missouri State University convened on Monday, December 13, 2021, at approximately 9:31 a.m., in Academic Hall, Room 143, on the campus of Southeast Missouri State University in Cape Girardeau, MO. Committee Chairwoman Ms. Tina Klocke called the meeting to order. Committee members appointed by the President of the Board of Governors present were: Mr. Jim Limbaugh, and Mr. Lloyd Smith. Governor Klocke welcomed those in attendance and outlined the agenda for the meeting for the meeting.

Also present were: Dr. Carlos Vargas, President of Southeast Missouri State University; Dr. Mike Godard, Provost; Dr. Debbie Below, Vice President of Enrollment Management and Student Success; Dr. Brad Sheriff, Vice President of Finance and Administration; and Mr. Christopher R. Martin, Board Secretary. Governor Britt presided.

The first order of business included a review of minutes from the Committee's November 30, 2021 meeting. The minutes were approved.

The Committee then reviewed changes to the Committee Charter. After discussion the Committee agreed to adopt the Charter and recommend approval to the full Board of Governors at its December 17, 2021 meeting.

The remainder of the Committee included a work session reviewing the proposed agenda for the December 17 Board of Governors meeting and items pertinent to the Committee. The first item reviewed included the annual audit, which the Committee reviewed in a previous meeting on November 30. Next, the Committee reviewed the proposed changes to the Missouri Innovation Corporation (MIC) and MIC Board of Directors appointments. Following the MIC materials, the Committee reviewed the proposed changes to the Master Operating Agreement (MOA) between the University and the Southeast Missouri University Foundation. Along with MOA discussion, there was also discussion of the proposed revisions to the Foundation By-Laws, which prompted a question about the search for a new Vice President of Advancement. Dr. Sheriff reviewed briefly the facilities management report and answered questions regarding the Ameren Solar Project and demolition of the south grandstand at Houck Field. Dr. Sheriff also summarized the budget to actual report and provided some comments on a board item related to the Teamsters. To close discussion on agenda items pertinent to the Committee, Board Secretary Martin offered comments on the personnel report providing a summary of feedback from legal counsel on how the report can be presented at future Board of Governors meetings.

After a review of items pertinent to the Committee, members then briefly reviewed other items on the proposed December 17 agenda. Specifically, the recommendation to approve a new Strategic Action Plan. University staff shared information summarizing the process and noting

that a subcommittee of staff had begun work on developing key performance indicators (KPIs) that will be used to measure the plans progress. The Committee then engaged in robust discussion regarding various aspects of the plan, including but not limited to Goals 1, 2 and 4 under Outcome 1; Goals 3 and 4 under Outcome 2; and various items under Outcome 3.

Prior to adjournment, University President shared an update on an existing University partnership with Mid-America Transplant and Dr. Sheriff provided some information on a potential real estate/irrevocable license issue that may come to the Board later for consideration. If this item comes to fruition, Dr. Sheriff pledged to keep the group informed.

The meeting concluded at approximately 11:37 a.m.

Respectfully submitted,

Christopher R. Martin
Secretary, Board of Governors